Resurrection Metropolitan Community Church
Houston, Texas
Annual Congregational Meeting
Sunday, November 16, 2025
AGENDA

I. Establish a Quorum. Per Bylaws, to establish a quorum, there must be no fewer than 15% of Members in Good Standing present.

II. Call the Meeting to Order – Jackie Marshall, Vice-Moderator

III. Opening Prayer – Billy Ray Priest, Board Administrator

IV. Consideration of the Agenda – Jackie Marshall, Vice-Moderator
   - A. Motion to Approve the Agenda at Vote (show of hands)

V. Clerk Report– Cathleen Sheil-Hopper, Clerk of the Board
   - A. Minutes from Annual Congregational Meeting, November 10, 2024
   - B. Minutes from Special Congregational Meeting, December 15, 2024
   - C. Motion to Approve Clerk Report and Vote (Show of hands)

VI. Nomination Committee Report – Craig Puckett, Chair
   - A. Motion to receive the Nominating Committee Report and Vote (Show of hands)
   - B. Presentation of the Candidates for Election – Board of Directors (Voting – paper ballot and virtual)
   - C. Presentation of the Candidates for Election – Lay Delegates (Voting – paper ballot and virtual)

VII. Treasurer Report – Bill Russell, Treasurer
   - A. Motion to receive the Treasurer's Report and Vote (Show of hands)

VIII. Finance Committee Report – Bill Russell, Chair
   - A. Motion to Receive the Finance Committee Report and Vote (Show of hands)
   - B. 2026 Proposed Budget – Bill Russell, Treasurer
     1. Motion to approve the 2026 Proposed Budget and Vote (Show of hands

IX. Bylaws Committee Report -Horacio Rodriguez, Chair
   - A. Motion to receive the Bylaws Committee Report and Vote (Show of hands)
   - B. Proposed Revised Bylaws
     1. Motion to approve Revised Bylaws and Vote (Show of hands)
     2. Requires 2/3 of 66% vote of Members in Good Standing present

X. Other Reports:
   - A. Board of Directors Report
   - B. Lay Delegates Report
   - C. Diaconate Report – Kedric Brown
   - D. Pastoral Search Committee Report

E. Exploratory Committee Report

XI. Motion to Receive All Other Reports and Vote (Show of hands)

XII. Presentation of Board Members and Lay Delegates Election Results – Jackie Marshall, Vice-Moderator

XIII. Appreciation of Retiring Board Members – Billy Ray Priest, Cathleen Sheil-Hopper, Irene Gutierrez Fowler

XIV. Announcements – Jackie Marshall, Vice-Moderator

XV. Closing Prayer – Congregant Volunteer

XVI. Adjournment – Jackie Marshall, Vice-Moderator

A. Motion to Adjourn the Meeting and Vote (show of hands)

Resurrection Metropolitan Community Church
Houston, Texas
Annual Congregational Forum
Sunday, November 9, 2025
AGENDA

The Forum is held a week before the Annual Congregational Meeting (ACM) and serves as a preparation for the ACM. **This is an opportunity to meet the candidates for Board of Directors and Lay Delegates and to ask questions about** ***topics that will be decided at the ACM the following week. It is an optional meeting for members, and there is no voting at the Forum.***

I. Call the Meeting to Order – Jackie Marshall, Vice-Moderator
II. Opening Prayer – Deacon
III. Clerk Report – Cathleen Sheil-Hopper
  A. Minutes from Annual Congregational Meeting, November 1-, 2024
  B. Minutes from special Congregational Meeting, December15, 2024
IV. Nominating Committee Report – Craig Puckett, Chair.
  A. Presentations by Candidates for Board of Directors
  B. Presentations by Candidates for Lay Delegates
V. Treasurer Report and Questions– William (Bill) Russell, Treasurer
VI. Other Reports:
  A. Board of Directors Report – Jackie Marshall, Vice-Moderator
  B. Lay Delegates – Claire Sebasta
  C. Diaconate Report – Kedric Brown
  D. Pastoral Search Committee Report and Questions – Sharri McGlauthing, Board Member and Committee Member
  E. Bylaws Committee Report and Questions – Billy Ray Priest
  F. Exploratory Committee Report – Billy Ray Priest
VII. New Business:
  A. 2026 Budget and Questions – Bill Russell, Treasurer
  B. Proposed Revised Bylaws and Questions – Billy Ray Priest
VIII. Discussion of Procedures for Voting at Annual Congregational Meeting – Jackie Marshall, Suzette Cotto
IX. Announcements – Jackie Marshall, Vice-Moderator
X. Closing Prayer – Congregant
XI. Adjournment

Resurrection Metropolitan Community Church
Houston, Texas
Annual Congregational Meeting
Sunday, November 10, 2024

Minutes

I. **Quorum established**. As of November 10, 2024, there are 292 Members in Good Standing. Per Bylaws, to establish a quorum there must be no fewer than 15% of Members in Good Standing (44 members) present to make a quorum. 84 members were present at the time the meeting was opened (64 in person, 20 online).

II. **Meeting Called to Order,** 12:54 pm – Connie Wright, Moderator

III. **Opening Prayer** – Connie Wright, Moderator

IV. Consideration of the Agenda

- A. Motion by Janice Macejewski, seconded by Goldie Brown, to approve the agenda. Passed (show of hands).

V. Clerk Report - Cathleen Sheil-Hopper

- A. Motion by Jackie Marshall, seconded by Robert Sliepka, to approve Clerk report. Passed (show of hands).

VI. Nominating Committee Report - Bob Stubblefield, Chair

- A. Presentation of the Slate of Candidates for Election
- B. Motion by Janice Macejewski, seconded by Craig Puckett, to accept the Slate of Candidates.
- C. Voting.

VII. Treasurer Report – Douglas Perkins, Treasurer. Motion by Tom Beauchamp, seconded by Bob Stubblefield, to accept the report. Passed (show of hands).

VIII. Other Reports:

- A. Board of Directors Report
- B. Pastoral Search Committee Report
- C. Bylaws Committee Report
- D. Exploratory Committee Report
- E. Motion by Kedric Brown, seconded by Christine DeJohn, to receive <u>all</u> reports. Passed (show of hands).

IX. New Business:

- A. Approval of the 2025 Budget – Doug Perkins, Treasurer
  1. Motion by KK Godsell, seconded by Robert Sliepka, to approve the Proposed 2025 Budget. Passed (show of hands).
- B. Presentation of Board of Directors Election Results – Connie Wright, Moderator. Per the Bylaws, decisions, including elections, require approval by a vote of more than 50% of members present and voting. The following slate of candidates was elected to the Board of Directors: Jacquelyn Dee (Jackie) Marshall and Juan Manuel (Manny) Urquiza. Voting was by paper ballot for in-person attendees and by Zoom poll for online attendees. Voting results: 88 yes; 2 no; 2 abstained.
- C. Thanked retiring Board Members, Douglas Perkins and Veronique Walker.

X. Announcements – Raymond Turner, Vice-Moderator. No announcements

XI. Closing Prayer – Connie Wright, Moderator

XII. Adjournment:

   A. Motion by Dominique Williams, seconded by Goldie Brown, to adjourn the meeting. Passed (show of hands). Meeting adjourned at 1:05 pm.

Submitted by Cathleen Sheil-Hopper, Clerk, Board of Directors

Resurrection Metropolitan Community Church
Special Congregational Meeting
Sunday, December 15, 2024

Minutes

I. **Establish a Quorum**. As of November 30, 2024, there are 291 Members in Good Standing. Perthe Bylaws, to establish a quorum, there must be no fewer than 15% of Members in Good Standing (44 members) in attendance to make a quorum. This includes in-person and virtual attendees. There were 100 members present (including both in-person and virtual attendees).

II. **Meeting Called to Order** at 12:30.

III. **Opening Prayer** – Connie Wright, Volunteer Moderator.

IV. Consideration of the Agenda

A. Motion by Goldie Brown, seconded by Dan Lindquist, to approve the agenda. Passed: All (show of hands).

V. **Consideration of Sale of the Church Propert**y – Exploratory Committee, Board Members. Exploratory Committee members, including Dr. Jackie Marshall, De Juana Jernigan, Eddie Domingue, Raymond Turner, Bill Russell, and Billy Ray Priest were present and explained the offer we have received for sale of the property. The Committee considered several offers before choosing this one. They expressed that they are confident that the buyer is credible and motivated and is experienced in building in a floodway. The prospective buyer is a local business and is self-funded. The buyer has agreed to allow RMCC to lease back the property, at zero rent, for a period of up to 12 months after closing.

A. **Motion to Approve Contract for Sale of Church Property**. Motion made by Eddie Domingue, seconded by Sharri McGlauthing: *that the congregation of Resurrection Metropolitan Community Church authorize and empower the Board of Directors to negotiate and execute legal documents as needed to complete the sale of the property located at 2025 W. 11th Street, Houston, Texas*. Discussion. Several congregants asked questions (summarized): Q - When would lease back begin? A - immediately after closing. Q - Will we be able to salvage any of the contents (e.g., stained glass, organ, bricks as momentos)? A - We will be able to take contents. Q - During lease back, are we responsible to maintain building. A – Yes. Q - What happens if a new location is not found? A – the proceeds belong to the church. We will continue to look for a new property and can choose to rent if it takes longer than expected to purchase a new property. The Board is in the process of developing an endowment plan and investment plan. The proceeds will stay with us. Vote on Motion. (paper ballots for in-person members; Zoom poll by members attending online).

B. Voting. **Motion passed**: Yes 97, No 1, Abstain 2.

VI. **Consideration of Bylaws Revision**. Motion by Bylaws Committee Members were present: Horacio Rodriguez (Chair), Shari McGlauthing, Kedrick Brown, Ken Thompson, Billy Ray Priest. Mary Wagner and Jacki Marshall also consulted with the Committee.

A. **Motion to Accept Revised Bylaws**. **Motion** by Billy Ray Priest, seconded by Bill Russell, *to accept proposed revised bylaws*. Discussion: Billy Ray Priest reported that our denomination, UFMCC, has submitted additional suggested changes. Motion by Sharri McGlauthing, seconded by Billy Ray Priest to table voting on the Bylaws revision to a future congregational meeting. Motion to Table Passed: All (show of hands).

B. Voting. No voting – Motion to Accept Revised Bylaws tabled.

VII. **Announcements** – Raymond Turner, Vice-Moderator, thanked the congregation for attending the meeting and for their consideration of the questions. He reminded the congregation that volunteers needed to help with all aspects of preparing to move.

VIII. **Closing Prayer** – Connie Wright, Volunteer Moderator

Adjournment.

A. Motion to adjourn the meeting by Kedric Brown, seconded by Deborah Holmes. Motion Passed: All (show of hands). Meeting adjourned at 1:10 pm.

Cathleen Sheil-Hopper

Submitted by Cathleen Sheil-Hopper, Clerk, Board of Directors

12/15/24

SECTION 2: BOARD OF DIRECTORS

The BOARD OF DIRECTORS (hereinafter referred to as BOARD) shall oversee all matters pertaining to the Articles of Incorporation or documents of legal organization, CHURCH property, and financial affairs of the CHURCH. The BOARD is accountable for managing the collection and distribution of funds, maintenance of CHURCH records, managing the cash flow, and reporting to the Congregation and UFMCC. The BOARD shall also have the responsibility and authority for issuing operating policies.

A. Composition
   The BOARD shall consist of nine (9) members, including the PASTOR, who shall serve as PRESIDENT of the BOARD, and eight (8) members elected by a Congregational Meeting. Consideration will be given to elect members with diverse perspectives, core competencies, and complementary skills consistent with the required functions and responsibilities of the BOARD.

A. Terms of Service
   The term of office is three (3) years. BOARD members may not be elected to serve more than two (2) full terms consecutively. A mandatory one-year hiatus is required of any Board of Directors member who has been elected to and completed two consecutive terms before that member can rejoin the BOARD through election or appointment. The expiration of the BOARD members' terms shall be staggered, with no more than three (3) BOARD members transitioning off the BOARD during any election.
   1. Qualifications
      a. Members of the BOARD must be Members in Good Standing before election to the BOARD. Before the election, candidates for the BOARD must have passed a background check and be bondable. Should a BOARD member no longer be able to be bonded, that individual shall immediately resign from the BOARD by written notification to the CLERK of the BOARD.
         i. Compensated employees of the CHURCH, excluding the PASTOR, are not eligible to serve as BOARD members. Any member of the BOARD who wishes to become a compensated employee must first resign from the BOARD.
         ii. A person is not eligible to serve on the BOARD if they are a clergy candidate, a lay delegate, or an individual from the same household or family or have an intimate relationship with an employee, BOARD, or nominating committee member.

"For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us…" Romans 12:4-6 NIV

Fellow Member,

The 2025 RMCC Nominating Committee has begun the good work of seeking new candidates to join the RMCC Board of Directors and Lay Delegates. As you prayerfully consider applying for a position in one of these areas, either on the Board of Directors, or as a Lay Delegate, remember that our loving God multiplies the gifts we offer when we answer God's call with joyful hearts. Also pray that the Spirit of God will direct the Nominating Committee as we consider all the applications submitted for these leadership positions.

The instructions for submitting the attached application are as follows:

- Read and understand the requirements of the position.
- Complete the application thoroughly and accurately.
- Be concise and direct in your responses. You can discuss your answers in detail at the interview.

Your application must be submitted no later than August 15, 2025.

The 2025 Nominating Committee will review your application, and then contact you to schedule an interview after the application submission period has closed and all submissions have been received.

If you have questions or comments you want to discuss before this meeting, please feel free to reach out to your contact among the Nominating Committee, or the Nominating Committee inbox at: rmccnominations2025@gmail.com.

Yours in Christ,
The 2025 RMCC Nominating Committee

Name (First, Middle, Last)	Sharri L. McGlauthing
Length of Membership at RMCC	17 years
Current Employer and Position	Klein ISD / Assistant Principal
Length of Employment	16 years
Job Duties and Responsibilities	I am an assistant principal in a public intermediate school here are some of the responsibilities and skills of my job. Responsibilities include: I assist in the daily operations of the school to align with district, state, and federal regulations. I am an instructional leader overseeing the development and implementation of curriculum while building teacher efficacy through , instructional support to teachers. I have oversight of various teams of teacher to evaluate their classroom instruction and professional behavior along with providing professional development opportunities. I also foster a positive school climate by supporting the core values, manage student discipline, and ensure a safe and productive learning environment. I work with all stakeholders to support student learning. Key skills Educational Leadership Communication and Interpersonal Skills Organizational and Time Management Skills Emotional Intelligence
Why do you want to be nominated for a Board of Directors position?	I would like to be nominated to serve on the board of directors because I am passionate about supporting our church's mission and ensuring we have the resources to effectively serve both our congregation and the broader community. I am particularly committed to seeing Resurrection MCC establish a structurally sound facility and maintain proper staffing and resources. These elements are essential fiduciary responsibilities that will enable our church to fully live out its mission and create a lasting impact on the lives we touch.
What specific skills and experiences do you have that would contribute to the Vision and Mission of Resurrection MCC?	I bring both personal transformation and leadership experience through my engagement with two of Resurrection MCC's core programs. I have participated in and served as a trainer for two life-changing curricula: Creating A Life That Matters (CLM), which focuses on building intentional, authentic relationships with the Sacred, Self, and Passions, and Revive, a small-group program that develops church leaders' growth and confidence in living a Jesus-shaped life. Both programs directly align with our vision, mission, and core values. As a Lay Delegate, I have developed strong listening skills and gained valuable insight into our congregation's needs and aspirations. This role has strengthened my ability to represent diverse voices and perspectives. The specific skills I contribute include: • Communication and training expertise from facilitating

	transformational programs • Systems knowledge gained through various leadership roles • Pastoral sensitivity in helping individuals find their place of belonging at Resurrection MCC • Bridge-building abilities between leadership and the congregation
What are your major areas for potential growth in leadership, business administration, and fiscal management?	My primary area for growth is in financial forecasting and budget development. While I understand basic budgeting principles, I recognize the need to strengthen my skills in creating accurate financial projections and understanding the intracies of multi-year planning for a faith community. This connects to a broader area of growth in business acumen, in areas such as: Strategic financial analysis and interpretation of financial statements Risk assessment and contingency planning Understanding nonprofit financial regulations and compliance requirements Board governance best practices in fiscal oversight I'm eager to grow in my ability to make informed decisions that support the church's long-term sustainability and ministry effectiveness.
Beginning with the most recent activity, list up to six of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, small groups, etc.).	Resurrection MCC Board of Directors - Three months (appointed) Community Presence Resurrection MCC Pastoral Search Committee - Two years Member Resurrection MCC Bylaws Revision Committee Member Resurrection MCC Choir - 10 months Member Gospel Ensemble - 10 years Member Resurrection MCC Board of Directors - Six years Clerk Board Development Resurrection MCC Sacristan - Four years Preparation and removal of sacraments Communion server Lay Delegate - Three years Pride Charities - Two years Volunteer

Share your views regarding stewardship of time, talent, and finances, and how you participate.	I believe stewardship is a response to God's abundance in our lives—a way of honoring God's grace by generously sharing the gifts we've been given. Stewardship of Time: I regularly contribute by participating in Sunday worship through singing in the choir, scripture reading, and sharing my spiritual journey. I also volunteer for various church activities including specific drives, clean-up efforts, and special events. Stewardship of Talent: I have facilitated classes, focus groups, and workshops, using my teaching and communication skills to support our congregation's spiritual growth and community building. Stewardship of Finances: I contribute monthly to the general fund and participate in special financial campaigns, viewing this as an investment in our shared ministry and mission. I recognize that developing a stewardship mindset is a spiritual journey that requires intentional guidance and education. Many congregants need support in understanding how stewardship connects to their faith and the church's mission. As leaders, we have a responsibility to model stewardship while creating opportunities for others to discover their own calling to give generously of their time, talents, and treasure.

How can RMCC increase its membership and improve its financial health?	Resurrection MCC should pursue a dual-track approach to our growth that addresses both our evolving worship landscape and financial sustainability. Membership Growth Strategy: As it relates to our virtual membership: we are experiencing steady growth in this area, which requires continued intentionality. We should strengthen our digital footprint to help online participants become fully engaged and integrated members of our community. When it comes to our in-person on campus membership we should focus on "porch events". These are community-centered activities that welcome people onto our campus without the pressure of attending a worship service. These events allow us to demonstrate our mission, vision, and core values in action. The key is creating meaningful experiences that showcase our authentic hospitality and community spirit. These are ways we retain and attract congregants through radical hospitality. Once people experience the people of Resurrection as visitors, they can be transformed into committed members. Financial Health Strategy: The "porch events" I spoke of serve a dual purpose - building relationships while generating revenue through fundraising events. This creates sustainable funding that grows from authentic community engagement rather than mere transactional approaches. We must develop intentional stewardship educational experiences that begin with our leadership. This is modeled from the pulpit and extends through structured programs that help congregants understand the spiritual foundation of financial generosity.

How can RMCC increase its outreach and visibility in the community?	Here four potential strategies to increase our outreach and visibility in the community: 1. Implement targeted programs that address specific needs in our surrounding community, particularly initiatives that support and affirm our queer siblings. These programs should demonstrate our values in action while building meaningful relationships beyond our church walls. 2. Strengthen and sustain our online engagement through improved social media strategies, expanded online worship options, and digital content that showcases our welcoming community. This approach helps us reach audiences who may not initially visit in person. 3. Develop and enhance our visitor processes to create pathways from initial interest to active membership. This would includes improving our hospitality training, follow-up systems, and new member orientation programs. 4. Re-engage existing partnerships and cultivate new collaborative relationships with community organizations that share our values. These collaborations will demonstrate our impact while increasing our visibility through shared programming and advocacy efforts.
Name three (3) goals you have the most passion and commitment to see through for RMCC, until they are achieved?	1. Secure a New Senior Pastor As a member of the Pastoral Search Committee, I am committed to supporting a thorough and prayerful pastoral search process that identifies a leader who aligns with our mission, vision, and core values while bringing the spiritual leadership our congregation needs to thrive. 2. Establish a Permanent Church Facility I am passionate about successfully selling our current property and securing a structurally sound, sustainable facility that will serve our congregation's worship, fellowship, and community outreach needs for years to come. 3. Achieve Long-term Financial Stability I am dedicated to developing comprehensive financial strategies that ensure Resurrection MCC's sustainability through various revenue streams, responsible fiscal management, and enhanced stewardship education that empowers our congregation to support our mission generously.

Board members are actively involved in many services and events held at/for RMCC during their tenure as a Board Member. This includes, but is not limited to: monthly board meetings, fund raising, committee service, and fiduciary functions. The Board at RMCC is a “working” board and these activities may require up to 20 hours of commitment in the course of a week. Are you able to commit yourself to supporting these activities?	Yes
Statement of Acknowledgement	I acknowledge

Name (First, Middle, Last)	Robert F Amidon
Length of Membership at RMCC	12 years
Current Employer and Position	Retired
Length of Employment	38 years with same employer - Dresser-Rand Company
Job Duties and Responsibilities	Global responsibility for business forecasting, budgeting, financial resource recruitment, compensation, training and development and mentoring programs
Why do you want to be nominated for a Board of Directors position?	I believe my professoional career experience and past service to MCC can be leveraged to help our church in its current situation and also achieve its near and long term goals.
What specific skills and experiences do you have that would contribute to the Vision and Mission of Resurrection MCC?	My skills and experience that would contribute to MCC Vision and Mission center around my 38 years in global finance and human resource managment and leadership in the energy industry.
What are your major areas for potential growth in leadership, business administration, and fiscal management?	I have hands on experience in all three of these areas. I can easily contribute to our budgeting process, cash flow management, selecting leaders for our ministries, and offering opinions on the handling of daily business administration of the church.
Beginning with the most recent activity, list up to six of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, small groups, etc.).	Resurrection MCC: 7 years on the BOD as Treasurer, 9 years on Budget Committee, 2 years in Cypress Home Group, and assisting with annual Drag Bingo fundraiser.
Share your views regarding stewardship of time, talent, and finances, and how you participate.	I believe God has given each of us strengths that are meant to be utilized to help our fellow human beings. It is up to each of us to put those strengths to good use. My BOD service, Committee involvement, and monthly giving are all ways that I participate.
How can RMCC increase its membership and improve its financial health?	Our greatest opportunities currently for increased membership and financial health are providing support and positive actions to the Next Gen and On-line services initiatives.
How can RMCC increase its outreach and visibility in the community?	We can increase our outreach and visibility by participating in community activities that endorse our Vision and Mission Statement. This can include our Social Justice actions, participating in the AIDS Houston program, and promoting our Childrens Ministry program.
Name three (3) goals you have the most passion and commitment to see through for RMCC, until they are achieved?	Sale of the 11th Street property, finding of a suitable and financially viable new church home, and insuring that the proceeds from our church sale are handled properly to assure we get the best use of the funds for the future of the congregation.

Board members are actively involved in many services and events held at/for RMCC during their tenure as a Board Member. This includes, but is not limited to: monthly board meetings, fund raising, committee service, and fiduciary functions. The Board at RMCC is a "working" board and these activities may require up to 20 hours of commitment in the course of a week. Are you able to commit yourself to supporting these activities?	Yes
Statement of Acknowledgement	I acknowledge

Name (First, Middle, Last)	Daniel L. Lindquist
Current Employer and Position	Retired
Length of Employment	Prior was California Franchise Tax Board 28 years
Job Duties and Responsibilities	State tax audits of large multistate taxpayers.
Why do you want to be nominated for a Board of Directors position?	I feel my financial background and administrative background could help my church.
What specific skills and experiences do you have that would contribute to the Vision and Mission of Resurrection MCC?	I have been treasurer of two churches, two charities, and president for 1 year of a charity.
What are your major areas for potential growth in leadership, business administration, and fiscal management?	My fiscal background has primarily been in smaller less established organizations. I need to grow in understanding internal controls.
Beginning with the most recent activity, list up to six of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, small groups, etc.).	Resurrection Deacon 2 years, praying for people and consecrating and distributing communion. Resurrection bookstore 3 years, managing stock and handling money. sanctuary choir several years, singing. Current treasurer and sandwich program manager of Thomas Street sandwich program at Harris Health facility for HIV services for Harris county. Since six months before COVID. HATCH and HATCH Junior - volunteer for 20 years before COVID. Mentoring gay and trans youth and their parents / guardians.
Share your views regarding stewardship of time, talent, and finances, and how you participate.	I try to do what I can do well. I run the bookstore, keep it stocked partially with my donations of product. I was drafted into the deacons program through what a minister saw in me that I didn't see in myself. I'm continually pushing myself to better understand how Christ wanted us to live our lives through Bible study. I have significantly increased my financial donations and I'm looking for ways I can help my church.
How can RMCC increase its membership and improve its financial health?	We need more outreach into the LGBTB+ community as well as the general population.
How can RMCC increase its outreach and visibility in the community?	Have more public events and reach out to young people and our community.
Name three (3) goals you have the most passion and commitment to see through for RMCC, until they are achieved?	Outreach to the youth and senior communities.

Board members are actively involved in many services and events held at/for RMCC during their tenure as a Board Member. This includes, but is not limited to: monthly board meetings, fund raising, committee service, and fiduciary functions. The Board at RMCC is a "working" board and these activities may require up to 20 hours of commitment in the course of a week. Are you able to commit yourself to supporting these activities?	YES. I'm retired and happy to help where I can.
Statement of Acknowledgement	I acknowledge

Name (First, Middle, Last)	Lilly Chu
Length of Membership at RMCC	25 years
Current Employer and Position	Retired Social Worker at BBB Education Fdn.
Length of Employment	20 years
Job Duties and Responsibilities	Educational presentations: financial literacy, scams, fraud
Why do you want to be nominated for a Lay Delegate position?	I want to serve our congregation in a greater capacity.
What specific skills and experiences do you have that would contribute to the Vision and Mission of Resurrection MCC?	Founded FireSeeds non-profit in 2002; ministry work in Uganda; former RMCC Global Outreach Coordinator; visited MCC churches in South Africa in 2000; supported other MCCs in The Philippines and Monterrey; professional educator and speaker; Master social worker
Beginning with the most recent activity, list up to six of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, small groups, etc.).	RMCC; HOME Group facilitator, 20 years; OWLS, 5 years; Nominating Committee, 3 years; Children's Worship teacher, 10 years; Global Outreach Coordinator, 3 years; Greeter, 2 years Maranatha MCC: Board member, 3 years; Asst. Treasurer, 3 years; Shepherd Group facilitator, 5 years
Share your views regarding stewardship of time, talent, and finances, and how you participate.	I have been and remain committed to serving RMCC in various volunteer capacities, regularly tithe through monthly online giving, and contribute to various funding drives.
What specific skills do you have that would be an asset to this position?	Sensitivity to congregational needs, listening, open-mindedness, fair mindedness
What are your major strengths in the areas of leadership, communication, and diplomacy?	Organized, detail-oriented, strong writing, commitment to communicating with all stakeholders, empathetic servant leadership.
A Lay Delegate is expected to represent the views of the congregation. If elected, how will you go about determining the views of the congregation?	Stay engaged with groups/individuals, and solicit input.
Demonstrate a time that you were able to put your personal preferences aside to represent the views of others (i.e., company, group, or associations)? What was the outcome of this collaboration?	As a social worker, I've learned to communicate my views while honoring those of all stakeholders. I am working with a group and suggested purchasing plastic bags and stickers as a trial for marketing, and it quickly spiraled into expensive, printed fabric bags. I affirmed the ideas and feedback, gently expressed my concerns without judgment, and offered a solution while agreeing to go with whatever the group decided. The outcome was to go with the original idea of doing a test run with disposable bags and stickers until we can assess our needs, and the success of the launch.
Statement of Acknowledgement	I acknowledge

Name (First, Middle, Last)	Claire Ruth Sebesta
Length of Membership at RMCC	40 years
Current Employer and Position	Retired; previous job IT Systems Architect
Length of Employment	Last job before retirement = 21 years
Job Duties and Responsibilities	Gathering of business requirements, analyzing, and designing IT systems for the Retail business of Royal Dutch Shell
Why do you want to be nominated for a Lay Delegate position?	I am completing my first term as Lay Delegate, and feel emboldened and impassioned after returning from my first General Conference as a Lay Delegate. There is a lot to learn, and I feel I am even better equipped for the role, after the past few years' experience.
What specific skills and experiences do you have that would contribute to the Vision and Mission of Resurrection MCC?	In addition to my service as a lay delegate, I have served on the church board of directors, led bible studies, and currently am Team Director for the Houston Excel Guided by the Star Team, and I also am Vice President of the Excel International Board. At my corporate job with Shell I was actively involved in their DEI efforts, and learning and growing in that area each year.
Beginning with the most recent activity, list up to six of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, small groups, etc.).	RMCC, 3 years as Lay Delegate Excel Retreat Ministries International, 1 year as Vice President of the Board Excel Retreat Ministries International, 3 years as Board Member at Large RMCC, 5 (?) years as Communion Distributor Excel Houston Guided by the Star, 3 years as Director RMCC, 3 years as member of Board of Directors
Share your views regarding stewardship of time, talent, and finances, and how you participate.	I believe stewardship of time, talent and finances is a vital component to any Christian's faith walk. I think what this looks like for each person is very personal and unique to each individual. For me, contributing in all 3 areas of stewardship is a natural response to God's grace and mercy, and is a blessing for me to have that privilege!
What specific skills do you have that would be an asset to this position?	Communication, Organization, Compassion, Patience
What are your major strengths in the areas of leadership, communication, and diplomacy?	In both my personal and professional life I have many years of practicing and maturing my communication skills in both the oral and written arena. I can effectively and delicately communicate thoughts and decisions. One of my spiritual gifts is Pastor/Shepherd reflecting my ability to work with and lead others as a group and on an individual basis. As a leader at work I have considerable experience in including others in discussions and allowing time and space for all team members to contribute their thoughts.

A Lay Delegate is expected to represent the views of the congregation. If elected, how will you go about determining the views of the congregation?	Providing a variety of ways for congregants to express their views - via personal contact and discussions, online surveys, written/paper surveys, being available and visible for congregants to connect with me.
Demonstrate a time that you were able to put your personal preferences aside to represent the views of others (i.e., company, group, or associations)? What was the outcome of this collaboration?	As a Lay Delegate at Conference this year, I was able to listen to congregation members, collect feedback and input provided by congregants, and although my personal opinion may have differed, I was able to represent their positions in casting my votes for Moderator, Governing Board, and Procedural changes.
Statement of Acknowledgement	I acknowledge

Name (First, Middle, Last)	KK Goodsell
Length of Membership at RMCC	20+ years
Current Employer and Position	Retired for now
Length of Employment	NA
Job Duties and Responsibilities	Senior Corporate Trainer
Why do you want to be nominated for a Lay Delegate position?	I want to continue the journey I am on now as a Lay Delegate by reaching out to the people, not just on the inside of the church, but also to the ones not here yet. Going to the General Conference really opened my eyes by helping me understand the broader church community and their needs. I want to participate in shaping the church's direction and ministry by listening to the people and being a role model of Christian discipleship.
What specific skills and experiences do you have that would contribute to the Vision and Mission of Resurrection MCC?	In our mission it says "we share the love of God with all people just as they are," and "love our neighbor and walk humbly with God." This is also a part of my personal mission. I have always been blessed at getting people to follow a good cause, and leading people in a positive outcome, and I can't think of a better one than helping them to know Jesus. My Mother was a leader in everything she touched; she is who I watched and learned from growing up.
Beginning with the most recent activity, list up to six of your current and past church ministries/volunteer activities at Resurrection MCC and other churches or community organizations (boards, committees, small groups, etc.).	I have recently stopped singing in the choir after multiple ears. As of now, I am a Lay Delegate, communion server, reader whenever needed and participate in counting the offerings, all for Resurrection MCC. I have also volunteered for the Food Bank, Shriners Children Hospital, and others through my employment.
Share your views regarding stewardship of time, talent, and finances, and how you participate.	I participate by sharing as much time as I can with the church and the church family. I have spent time with diverse groups recently to help me understand who they are as a group and individually. I will continue the journey by going to our different ministries to listen and learn. As stated above I participate in serving communion, reading when needed and counting the offering when needed.
What specific skills do you have that would be an asset to this position?	For the last 20+ years I have been a Senior Corporate Trainer teaching adults and being a part of Leadership. I have a degree in Associate Customer Service and Associate Life Management Institute. I have the skills to teach and lead others with patience and the help of God.
What are your major strengths in the areas of leadership, communication, and diplomacy?	Leadership is about communicating effectively with clarity, empathy, compassion and ensuring all involved completely understand all that you are saying, no matter what their learning style is. It's about building relationships by interactions and fostering connections.

A Lay Delegate is expected to represent the views of the congregation. If elected, how will you go about determining the views of the congregation?	By continuing to grow what we have started as Lay Delegates this past election. Meeting and listening to the people and insuring they feel heard. Sending out electronic surveys along with paper ones for the in-person people. Also being available to listen to and answer any questions they may have, it's not just about being seen, it's about being heard.
Demonstrate a time that you were able to put your personal preferences aside to represent the views of others (i.e., company, group, or associations)? What was the outcome of this collaboration?	Being in a training environment for so many years you must learn to make changes to curriculums, procedures and guidelines, changes you don't always agree with, but it's about making the changes to ensure all are trained correctly and fully.
Statement of Acknowledgement	I acknowledge

Resurrection MCC Financial Update

November 9, 2025

Bill Russell, Treasurer
Bob Amidon, Assistant Treasurer

Resurrection
Metropolitan Community Church

Year-to-Date October 8, 2025			
Income	2025 Budget	2025 Actual	Variance
Offerings/Tithes	$405,400	$305,029	($100,371)
Fundraising	$42,500	$46,810	$4,310
Misc. Income	$141,560	$126,730	($14,830)
Total Income	$589,460	$478,569	($110,891)

General Tithes & Offerings includes online giving, check/cash/credit card donations, Casa de Todos Fundraising includes Gospel Concert, Easter/Anniversary, Drag Bingo, Meet Me at the Manger
Misc. Income includes Big Tex Bingo receipts, monthly rentals, event rentals

Resurrection
Metropolitan Community Church

Actual Income Comparison			
	2024 **10/13/2024**	**2025** **10/08/2025**	**Variance** **2025 vs 2024**
Offerings/Tithes	**$415,554**	**$305,029**	**($110,525)**
Fundraising	**$44,857**	**$46,810**	**$1,953**
Misc. Income	**$140,517**	**$126,730**	**($13,787)**
Total	**$600,928**	**$478,569**	**($122,359)**

Resurrection Metropolitan Community Church

Fund Balances

	10/13/24	10/08/25
Alpha Endowment Fund (Raymond	$32,266	$33,269
General Operations Fund (Frost Bank)**	$20,318	$0
Project Fund (Frost Bank)***	$16,846	$1,500
Bookstore Fund (Frost Bank)	$2,404	$0
Total of all Fund Balances	$71,834	$34,769

* Alpha Endowment Fund is Designated Funds per the estate of Jane Taylor.

***Project Fund is currently identified as "for emergency use only."

Resurrection
Metropolitan Community Church

Mortgage at Frost Bank

	October 2023	October 2024	October 2025
Mortgage Balance	**$657K**	**$589K**	**$458K**
Mortgage to be paid off October 18, 2032	9 Years Remaining	8 Years Remaining	7 Years Remaining
Interest Rate	3.69%	3.69%	3.69%
Monthly Payment	$7,118	$7,118	$7,118

Key Takeaways for 2026 Budget

- **Income**
  - **Based on 2025 end-of-year projections**
  - **Shortages in income will need to be offset by lowering expenses or increasing in income**
  - **Campus leases/rentals continue to generate needed cash**
- **Expenses**
  - **Senior Pastor salary budgeted for 6 months (Jul-Dec)**
  - **Discretionary spending greatly reduced**
  - **No new hiring or spending unless offsets identified**
  - **Unexpected high-cost repairs are not funded**

Resurrection MCC
Proposed 2026 Budget

November 9, 2025

Bill Russell, Treasurer
Bob Amidon, Assistant Treasurer

Annual Budget Committee Members

DeJuana Jernigan

Jackie Marshall

Eddie Domingue

Doug Perkins

Dr. Tricia Phillips

Bob Amidon

Bill Russell

Proposed 2026 Income Budget		
General Offerings & Tithes	$450,000	67%
Fundraising	$79,650	12%
Miscellaneous Income (Rental, etc.)	$146,316	22%
Total 2026 Operating Income	$675,966	100.00%
Capitol Projects	$0	
Total 2026 Projected Income	$675,966	100.00%

Income Comparison	2023	2024	2025*
Gen. Offerings	$643,651	$467,183	*$406,707*
Fundraising	$96,763	$53,233	*$62,414*
Misc. Income	$156,920	$151,628	*$168,974*
Total Income	$897,334	$674,068	*$638,094*
Change from Previous Year	($57,435)	($89,334)	*($35,974)*
% **Change**	**-6%**	**-10%**	**-5%**

* 2025 Data is as of 10/05/25 projected to year-end.

Proposed 2026 Expense Budget		
Salaries, Benefits, Stipends, Pension Fund	$327,849	43%
Worship, Spiritual Dev., Connections, & Outreach	$117,666	15%
General Administrative Expenses and UFMCC Tithes	$72,421	9%
Insurance	$95,485	12%
Utilities	$69,757	9%
Campus Services & Operations	$66,845	9%
Building Maintenance & Repairs (Basic maintenance)	$17,000	2%
Total 2026 Expense Budget	$767,023	100%

Assumes new Senior Pastor is onboarded mid-year 2026.
Not Budgeted: Special events, non-recurring expenses, major repairs.

Proposed 2026 Budget

Total 2026 Projected Income	$675,966
Total 2026 Expense Budget	$767,023
Budget Surplus/(Shortage)	**($91,057)**

Bylaws Committee Annual Report 2025

Dear Members of the Congregation,

Over the past two years, the Bylaws Committee has worked diligently to review and update the Church's current bylaws. Our goal has been to ensure that these guiding documents are clear, accurate, and reflective of our Church's practices in 2025.

During this process, we accomplished the following:

- **Improved Structure:** We reorganized the outline of the bylaws so that they flow more logically, making it easier to read and reference specific sections.
- **Clarification:** We added explanations and definitions where needed to remove ambiguity and ensure that each bylaw is easily understood.
- **Modernization:** We updated language and terminology throughout the bylaws to reflect current practices, technology, and 2025 standards, ensuring that the document is fully aligned with today's Church operations.

Our work has been guided by a commitment to transparency, clarity, and accuracy, keeping the best interests of the Congregation at heart. These updates will help all of us better understand our governance, our responsibilities, and the structure that supports our Church's mission.

We look forward to sharing the revised bylaws with you and engaging in discussion at the upcoming Congregational Meeting. Your understanding, feedback, and participation are invaluable as we continue to strengthen our Church together. These bylaws have gone through the UFMCC

With gratitude for your ongoing support and engagement,

Horacio Rodriguez
Chair, Bylaws Committee
Resurrection MCC

Committee Members:

Horacio Rodriguez – Committee Chair   Ken Thompson – Member Appointed by the Pastor

Sharri McGlauthing – Member   Kedric Brown – Member / Deacon

Jackie Marshall – Vice Moderator – Member   Mary Wagner- Attorney – Legal Guidance

Billy Ray Priest, Jr. Board Administrator.

Our Purpose & Responsibilities:

Bylaws Committee Annual Report 2025

By February 1 of each even-number year, the BOARD shall appoint a Bylaws Committee. The Committee shall prepare for BOARD review proposed Bylaw changes and statements of rationale and communicate these proposed changes, if any, to the Congregation for final approval. The Committee shall review the CHURCH Bylaws for consistency and ensure conformity of the CHURCH Bylaws and Operating Procedures with UFMCC Bylaws. The make-up of the Committee shall be: one (1) member who shall be a BOARD member and who shall act as liaison to and from the BOARD; three (3) members from the Congregation at large, one (1) of whom shall be Chair; and one (1) staff member who shall be appointed by the PASTOR. Additional non-voting members may serve on the Committee at the discretion of the Chair. The term of office shall be two (2) years. During the first meeting of the Bylaws Committee, the Committee shall elect an individual from among its members as its Chair.

Yours in Service,

Horacio Rodriguez

Horacio Rodriguez

Chair, Bylaws Committee

Purposed Bylaw Changes Comparison 2025

The 2024–2025 Bylaws Committee was comprised of the following dedicated members:
Horatio Rodriguez – Chair, **Sharri McGlauthing –** Member, **Kedric Brown –** Member,
Kenneth Thompson – Member, Staff Representative (Appointed by Rev. Candace Schultis),
Jackie Marshall – Board Vice-Moderator, **Mary Wagner –** Legal Advisor, **Billy Ray Priest, Jr. –** Board Administrator.

Throughout the year, the Bylaws Committee met regularly to carefully review and refine the existing Bylaws. Our goal was to address inconsistencies, modernize language, and ensure alignment with current church operations and technological advancements.

One of the most significant improvements is the redesigned layout of the document, developed to enhance readability and accessibility. The new format provides a clearer, more intuitive structure that enables members to navigate and understand the Bylaws more easily.

The following document presents a side-by-side comparison of the current Bylaws (left column) and the proposed revisions (right column) recommended by the Bylaws Committee and the Board of Directors. Changes are clearly marked in red, with explanatory notes provided for reference. The left column displays the existing Bylaws, while the right column shows the proposed updates. For your convenience, both the full current and proposed Bylaws are included in this packet.

To ensure an efficient and focused Annual Congregational Forum & Meeting, we will not conduct a line-by-line review of the Bylaws during the sessions. Members are strongly encouraged to review the proposed changes in advance.

If you have questions or require clarification, please email them to ray@resurrectionmcc.org by no later than **Wednesday, November 5, 2025**. During the Congregational Forum, we will address submitted questions and provide comprehensive responses. A brief period will also be available for additional questions from the floor.

At the Annual Congregational Meeting, we will request a motion from the floor to accept the proposed Bylaws changes. Once a second is received, a vote will be taken by show of hands for both in-person and virtual attendees, with voting options of Yes, No, or Abstain.

The purpose of this document is to guide you through the revisions of the current Resurrection MCC bylaws.

We encourage you to read this packet carefully to understand all proposed changes and prepare for voting at the Annual Congregational Meeting on Sunday November 16th, 2025.

Purposed Bylaw Changes Comparison 2025

Added in TITLE TO LABEL THE DOCUMENT

Clarified what this document is called

ARTICLE I – NAME AND AFFILIATION

A. The name of this church is Resurrection Metropolitan Community Church (hereinafter referred to as CHURCH). Except in legal documents the CHURCH may be called Resurrection MCC.

B. The CHURCH was chartered by the Universal Fellowship of Metropolitan Community Churches (hereinafter referred to as UFMCC) on April 20, 1975, and incorporated on October 7, 1975 under the laws of the State of Texas.

C. The CHURCH acknowledges the authority of UFMCC Bylaws as adopted and/or amended by the General Conference of UFMCC.

D. The CHURCH agrees to follow UFMCC requirements for disaffiliation in case such a step should ever become necessary.

1. **TITLE – Resurrection Metropolitan Community Church Local Bylaws.**

We combined the first three Articles into one as these rarely change and are the foundation of who we are as a church.

2. **ARTICLE I – NAME, AFFILIATION, and PURPOSE**

SECTION 1 NAME AND AFFILIATION:

The name of this church is Resurrection Metropolitan Community Church (hereinafter referred to as CHURCH). Except in legal documents, the CHURCH may also be called Resurrection MCC or RMCC.

The CHURCH was chartered by the Universal Fellowship of Metropolitan Community Churches (hereinafter referred to as UFMCC) on April 20, 1975, and incorporated on October 7, 1975, under the laws of the State of Texas.

The CHURCH acknowledges the authority of UFMCC Bylaws as adopted and/or amended by the General Conference of UFMCC.

The CHURCH agrees to follow UFMCC requirements for disaffiliation if necessary.

(Language cleanup)

ARTICLE II – PURPOSE

The objectives of the CHURCH are:

A. To bind together individuals for the purpose of sharing in the worship of God in the Christian tradition, and to make God's will dominant in the lives of all people, individually and collectively, as set forth in the Holy Scriptures.

B. To instruct people in theology and in allied subjects for the propagation of the teachings of the Christian faith.

C. To instruct and encourage those who offer themselves to the teaching and philosophy accepted by the CHURCH.

D. To do all things that are compatible with the work of a Christian Church.

SECTION 2 PURPOSE:

The objectives of the CHURCH are:

A. To bind together individuals to share in the worship of God in the Christian tradition and to make God's will be dominant in the lives of all people, individually and collectively, as outlined in the Holy Scriptures.

B. To instruct people in theology and allied subjects to propagate the teachings of the Christian faith.

C. To instruct and encourage those who offer themselves to the teaching and philosophy accepted by the CHURCH.

D. To do all things compatible with a Christian Church's work.

(This was pulled from the UFMCC Article IV – Ministry and worded for RMCC)

ARTICLE IV – MINISTRY

The UFMCC affirms the universal priesthood of all believers (1 Peter 2:5-10). All members of the

Church are called by God to a ministry of the Gospel of Christ in the Church and in the world.

UFMCC decrees that all people shall have equitable access and opportunity which is free from discrimination on grounds of sex, gender identity, gender expression, sexual orientation, race, ethnicity, culture, age, physical or cognitive ability, medical diagnosis, HIV status, health status, nationality, or economic status in terms of: (1) Employment and personnel procedures and (2)Service delivery -- so that MCC will pursue justice through all we do.

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3. ARTICLE II – MINISTRY

The CHURCH affirms the universal priesthood of all believers. 1 Peter 2:5-10 reads "God calls all members of the Church to a ministry of the Gospel of Christ in the Church and in the world."

Resurrection MCC decrees that all people shall have equitable access and opportunity, which is free from discrimination on grounds of sex, gender identity, gender expression, sexual orientation, race, ethnicity, culture, age, physical or cognitive ability, medical diagnosis, HIV status, health status, nationality, or economic status in terms of (1) Employment and personnel procedures and (2) Service delivery -- so that Resurrection MCC will pursue justice through all we do.

ARTICLE III – GOVERNMENT, ORGANIZATION, STRUCTURE, AND OFFICERS

These provisions supplement and complement UFMCC Bylaws with respect to government, organization, and officers.

A. Pastor
The PASTOR is a duly ordained and licensed clergy person of UFMCC who has been elected by the Congregation of the CHURCH at a Congregational Meeting to be PRESIDENT and Chief Executive Officer of the corporation as the primary visionary and futurist in order to advance the mission and vision of the CHURCH through the exercise of prophetic challenge, creativity, spiritual and pastoral authority, and leadership. As the primary CHURCH spokesperson, and the Chief Executive Officer, the PRESIDENT is a voting member of the BOARD, and serves as personnel director; and determines, subject to the BOARD'S approval, compensation, vacation periods, titles, and delegates such responsibilities and duties as may seem wise. The PASTOR shall be responsible for leading the visioning process for the CHURCH, having a presence at global events, teaching, training, engaging in continuous learning, community relationships, ecumenical relations, and global social justice. If no duly credentialed UFMCC clergy person is available, UFMCC may appoint an Interim Pastoral Leader annually.

4. **ARTICLE III – GOVERNMENT, ORGANIZATION, STRUCTURE, and OFFICERS**

These provisions supplement and complement UFMCC Bylaws with respect to government, organization, and officers.

SECTION 1: SENIOR PASTOR

(CLARITY OF WHICH PASTOR)

The SENIOR PASTOR, henceforth referred to as PASTOR, is a duly ordained and licensed clergy person of UFMCC whom the Congregation of the CHURCH has elected at a Congregational Meeting to be PRESIDENT and Chief Executive Officer of the corporation. The PASTOR is to be the primary visionary and futurist in order to advance the mission and vision of the CHURCH through the exercise of prophetic challenge, creativity, spiritual and pastoral authority, and leadership. As the primary CHURCH spokesperson and the Chief Executive Officer, the PRESIDENT is a voting member of the BOARD, serves as personnel director, and determines, subject to the board's approval, compensation, vacation periods, titles, and delegates such responsibilities and duties as may seem wise. The PASTOR shall be responsible for leading the visioning process for the CHURCH, having a presence at global events, teaching, training, engaging in continuous learning, community relationships, ecumenical relations, and global social justice.

1. The BOARD shall develop a Pastoral Employment Agreement between the PASTOR and the CHURCH. The employment agreement shall include a job description and address such matters as compensation, which are consistent with equitable local standards, as well as benefits, allowances, and leave per the Resurrection Metropolitan Community Church Employee Handbook. The PASTOR and the CHURCH may choose at any time to terminate their relationship as set forth in the Pastoral Employment Agreement. All provisions of the employment agreement shall be subordinate to the Bylaws of the UFMCC.

(This PASTORAL CONFLICTS was moved up from Section H. CONFLICTS WITHIN THE CHURCH So, all the information for the Pastor will be in one place.)

A. Pastoral Employment Agreement

The BOARD OF DIRECTORS shall develop a Pastoral Employment Agreement between the PASTOR and the CHURCH. The employment agreement shall include a job description and address such matters as compensation, which are consistent with equitable local standards, as well as benefits, allowances, and leave per the Resurrection Metropolitan Community Church Employee Handbook. The PASTOR and the CHURCH may choose to terminate their relationship at any time as set forth in the Pastoral Employment Agreement. All employment agreement provisions shall be subordinate to the Bylaws of the UFMCC.

B. Pastoral Conflicts

When there are conflicts or irreconcilable differences between the PASTOR and the congregation the following shall trigger an intervention by UFMCC to attempt to resolve the conflict in accordance with UFMCC bylaws. The process can be initiated by one of the following:

1. An invitation by the PASTOR/INTERIM PASTORAL LEADER,
2. a majority vote of the BOARD OF DIRECTORS, or
3. a petition signed by a minimum of one-third (33%) of the Members in Good Standing of the church shall trigger intervention by UFMCC to attempt to resolve the conflict, in accordance with UFMCC Bylaws.

Purposed Bylaw Changes Comparison 2025

2. The UFMCC Bylaws prescribe the reasons for and steps by which the PASTOR may be removed from office. For the purpose of that section, the duly authorized church officer will be the Clerk of the Board of Directors.

3. The Pastoral Search Committee shall be responsible for presenting a qualified candidate for election at a Congregational Meeting. The Pastoral Search Committee shall develop and implement the Pastoral Search Process, in consultation with UFMCC, as set forth in the Committee's Standard Operating Procedure.
(This section was moved down and added Pastoral search Committee to Committees)

B. PASTORAL VACANCY
In the event of a vacancy in the position of PASTOR, the BOARD shall consult with UFMCC to ensure there is interim pastoral leadership and to determine when to initiate the Pastoral Search Process, including formation of the Pastoral Search Committee.

a. Pastoral Removal

The UFMCC Bylaws prescribe the reasons for and steps by which the PASTOR may be removed from office. For that section, the duly authorized church officer will be the CLERK of the BOARD OF DIRECTORS.

b. Pastoral Vacancy

In the event of a vacancy in the position of PASTOR, the BOARD OF DIRECTORS shall consult with UFMCC to ensure interim pastoral leadership and determine when to initiate the Pastoral Search Process, including the formation of the Pastoral Search Committee.

(We flipped these two so that proper procedure is followed. For a Vacancy or known vacancy, the denomination is contacted first and consulted before the Pastoral search committee is formed)

i. INTERIM PASTORAL LEADER

a. At the discretion of the BOARD OF DIRECTORS and UFMCC, UFMCC may appoint a non-credentialed INTERIM PASTORAL LEADER (IPL) annually.

b. The INTERIM PASTORAL LEADER (IPL) may serve as SENIOR PASTOR or another pastoral role as needed.

c. The INTERIM PASTORAL LEADER (IPL) appointed by UFMCC must receive a vote of Confirmation from the CHURCH congregation at a formally called congregational meeting.

d. The vote of Confirmation will follow the same bylaws as a Congregational vote to elect a SENIOR PASTOR.

(This was added so the congregation can vote on an interim pastoral leader. After discussions with UFMCC it is harder to find ordained clergy due to Post Pandemic burnout. (https://www.cbsnews.com/news/pastors-burnout-pandemic-survey/) This is being added so the congregation would get a vote if clergy is appointed)

The Pastoral Search Committee shall consist of no more than seven (7) members, and no less than five (5) members. The composition of the Pastoral Search Committee shall include two current members of the Board. The additional members of the Pastoral Search Committee shall be appointed by the Board from among the Members of the church who are not also current members of the Board. Congregants selected by the BOARD could include former BOARD members. The Pastoral Search Committee members should rank high in five (5) areas: spiritual maturity and sensitivity, ability to work well in a committee setting, listening and communication skills, discernment, and involvement in the ministries of the CHURCH. An understanding of leadership, as well as project management and administrative skills, will also be helpful.

~~C. EXECUTIVE DIRECTOR / EXECUTIVE PASTOR~~

~~The EXECUTIVE DIRECTOR / EXECUTIVE PASTOR functions as the MODERATOR of the BOARD and of Congregational Meetings. The EXECUTIVE DIRECTOR / EXECUTIVE PASTOR shall not vote at BOARD meetings but may vote at Congregational Meetings. The EXECUTIVE DIRECTOR / EXECUTIVE PASTOR shall set the Board meeting agenda with input from the PRESIDENT and VICE-MODERATOR and shall manage accountability of Board members for planning, executing, and tracking goals relevant to their perspective positions. The EXECUTIVE DIRECTOR / EXECUTIVE PASTOR is accountable to the PASTOR, partners with the BOARD, and shall have authority to implement the operating policies issued by the BOARD.~~

ii. Pastoral Search Committee

The Pastoral Search Committee shall be responsible for presenting a qualified candidate for election at a Congregational Meeting. The Pastoral Search Committee shall develop and implement the Pastoral Search Process, in consultation with UFMCC, as outlined in the Committee's Standard Operating Procedure. (Committee structure see Article III, Section 8c)

(The rest of the Pastoral Search committee got moved to Section 8: COMMITTEES so all committees will be together)

(Executive Director/ Executive Pastor is a position we no longer have. It will be removed from the bylaws)

D. BOARD OF DIRECTORS

The BOARD OF DIRECTORS (hereinafter referred to as BOARD) shall have charge of all matters pertaining to the Articles of Incorporation or documents of legal organization, CHURCH property and financial affairs of the CHURCH. The BOARD is accountable for managing the collection and distribution of funds, maintenance of CHURCH records, managing the cash flow, and reporting to the Congregation and UFMCC. The BOARD shall also have the responsibility and authority for issuing operating policies.

1. COMPOSITION

The BOARD shall consist of nine (9) members, including the PASTOR who shall serve as PRESIDENT of the BOARD; and eight (8) members elected by a Congregational Meeting. Consideration will be given to elect members with diverse perspectives, core competencies, and complementary skills consistent with the required functions and responsibilities of the BOARD.

1. TERM OF SERVICE

The term of office is three (3) years. BOARD members may not serve more than two (2) full terms consecutively. A mandatory one-year hiatus is required of any Board of Directors members who has completed two consecutive terms before that member can re-join the BOARD, either through election or appointment. The expiration of the terms of the BAORD members shall be staggered, with no more than three (3) BOARD members transitioning off the BAORD during any election.

3. QUALIFICATIONS

Members of the BOARD must be Members in Good Standing prior to election to the BOARD. Prior to election, candidates for the BOARD must have passed a background check and are able to the bonded. Should a BOARD member no longer be able to be bonded, that individual shall immediately resign from the BOARD by written notification to the CLERK of the BOARD.

a. Compensated employees of the CHURCH, excluding the PASTOR, are not eligible to serve as BOARD members. Any member of the BOARD who wishes to become a compensated employee must first resign from the BOARD.

b. A person is not eligible to serve on the BOARD if they are a clergy candidate, a Lay Delegate, or an individual from the same household, family or intimate relationship with an employee, BOARD or Nominating Committee member.

SECTION 2: BOARD OF DIRECTORS

The BOARD OF DIRECTORS (hereinafter referred to as BOARD) shall oversee all matters pertaining to the Articles of Incorporation or documents of legal organization, CHURCH property, and financial affairs of the CHURCH. The BOARD is accountable for managing the collection and distribution of funds, maintenance of CHURCH records, managing the cash flow, and reporting to the Congregation and UFMCC. The BOARD shall also have the responsibility and authority for issuing operating policies.

A. Composition

The BOARD shall consist of nine (9) members, including the PASTOR, who shall serve as PRESIDENT of the BOARD, and eight (8) members elected by a Congregational Meeting. Consideration will be given to elect members with diverse perspectives, core competencies, and complementary skills consistent with the required functions and responsibilities of the BOARD.

B. Terms of Service

The term of office is three (3) years. BOARD members may not be elected to serve more than two (2) full terms consecutively. A mandatory one-year hiatus is required of any BOARD member who has been elected to and completed two consecutive terms before that member can rejoin the BOARD through election or appointment. The expiration of the BOARD members' terms shall be staggered, with no more than three (3) BOARD members transitioning off the BOARD during any election.

1. Qualifications

a. Members of the BOARD must be Members in Good Standing before election to the BOARD. Before the election, candidates for the BOARD must have passed a background check and be bondable. Should a BOARD member no longer be able to be bonded, that individual shall immediately resign from the BOARD by written notification to the CLERK of the BOARD.

i. Compensated employees of the CHURCH, excluding the PASTOR, are not eligible to serve as BOARD members. Any member of the BOARD who wishes to become a compensated employee must first resign from the BOARD.

ii. A person is not eligible to serve on the BOARD if they are a clergy candidate, a lay delegate, or an individual from the same household or family or have an intimate relationship with an employee, BOARD, or nominating committee member.

Purposed Bylaw Changes Comparison 2025

2. CORPORATE OFFICERS

The Corporate Officers shall be the PRESIDENT, VICE-MODERATOR, TREASURER, AND CLERK. Except for the President, the term of office of Corporate Officers shall be one (1) year. Except for the President, Corporate Officers shall be elected by and from the BOARD at the first BOARD meeting following the annual Congregational Meeting.

PRESIDENT

a. The PASTOR shall be the PRESIDENT of the BOARD. The PRESIDENT shall establish the church's vision, provide spiritual leadership to the BOARD, and empower and guide the BOARD.

VICE-MODERATOR

b. The VICE-MODERATOR shall work with the MODERATOR to set the BOARD meeting agenda and manage BOARD member accountability. The VICE-MODERATOR shall serve as MODERATOR in the occasional absence of the MODERATOR or upon the request of the MODERATOR. In the extended absence of the MODERATOR, the BOARD may appoint an Interim MODERATOR until such time as the MODERATOR is no longer absent.

(The expanded job description was added so it is clear what responsibilities each Corporate Officer are responsible for)

SECTION 3: CORPORATE OFFICERS

The Corporate Officers shall be the PRESIDENT, VICE-PRESIDENT, TREASURER, AND CLERK. Except for the President, the term of office of Corporate Officers shall be one (1) year. Except for the President, Corporate Officers shall be elected by and from the BOARD at the first BOARD meeting following the annual Congregational Meeting.

A. PRESIDENT

1. The SENIOR PASTOR shall be the PRESIDENT of the BOARD. The PRESIDENT shall establish the church's vision, provide spiritual leadership to the BOARD, and empower and guide the BOARD.

B. VICE-PRESIDENT (Changed so it is a clearer title)

1. The VICE-PRESIDENT shall collaborate with the PRESIDENT/SENIOR PASTOR'S input to establish the BOARD agendas and manage BOARD member accountability.
2. The VICE-PRESIDENT assumes the roles and responsibilities in the absence of the PRESIDENT of the Board. The VICE-PRESIDENT shall serve as PRESIDENT in the occasional absence of the PRESIDENT or upon the request of the PRESIDENT. In the extended absence of the PRESIDENT, the BOARD may appoint the VICE-PRESIDENT to fill the non-spiritual role until the PRESIDENT is no longer absent.
3. The VICE-PRESIDENT collaborates with the CLERK to set the agenda for BOARD meetings.
4. The VICE-PRESIDENT manages BOARD members accountability.
5. The VICE-PRESIDENT partners with the PRESIDENT to ensure that the BOARD of Directors and its members know and fulfill their governance responsibilities, comply with applicable laws and bylaws, conduct board business effectively and efficiently, and are accountable for their performance.
6. The VICE-PRESIDENT maintains the quarterly BOARD-duty schedule, ensuring representation of the Board at all assigned events.
7. The VICE-PRESIDENT proposes policies and practices and monitors the performance of the Directors and Officers
8. The VICE-PRESIDENT communicates with and mentors other BOARD members.

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TREASURER

c. The TREASURER is responsible for ensuring the receipt and safekeeping of all funds of the CHURCH, including all subsidiary and deposited accounts, and that all monies are disbursed only in accordance with the Operating Budget as approved by the Congregational Meeting or as revised by the BOARD. The TREASURER shall ensure that whenever possible, all funds shall be disbursed by bank checks bearing two (2) authorized signatures. The TREASURER shall ensure that the CHURCH financial records shall be reviewed annually by an Internal Review Committee appointed by the BOARD, or an independent auditor named by the BOARD. The TREASURER shall be responsible for ensuring the preparation and maintenance of all financial records. This shall include a monthly financial report to the BAORD and an annual financial report to the Congregation. The monthly and annual financial reports shall reflect receipts, disbursements, and outstanding financial obligations of all CHURCH funds and accounts. The TREASURER shall perform such additional duties as may be assigned by the BOARD.

CLERK

d. The CLERK shall perform the duties as Secretary of the Corporation. The CLERK shall be responsible for ensuring the maintenance of official correspondence and church records, proper notice of all authorized meetings of the CHURCH, including Congregational Meetings and BOARD meetings, recording minutes of all business transacted at such meetings of the BOARD and of the Congregation, and a complete record of all Members is maintained, showing time and mode of admission and other personal data. The CLERK shall also be responsible for ensuring that a record of Baptisms, Holy Unions, deaths, etc., is maintained. The CLERK if the officer authorized to receive petitions submitted to the Board of Directors. The CLERK shall perform such additional duties as may be assigned by the BOARD.

9. The VICE-PRESIDENT prepares or causes to be prepared a report to the Annual Congregational Meeting, which summarizes the past year's activities of the BOARD and outlines future goals and initiatives the BOARD seeks to accomplish.

10. The VICE-PRESIDENT submits various reports to the BOARD, funders, and other stakeholders.

11. Furthermore, the VICE-PRESIDENT shall undertake any supplementary duties as assigned by the BOARD.

C. TREASURER

1. The TREASURER is entrusted with the responsibility of overseeing the reception and secure storage of all funds belonging to the CHURCH, including both primary and subsidiary accounts. The TREASURER ensures that all expenditures are strictly disbursed in accordance with the Operating Budget sanctioned by the Congregational Meeting or as modified by the BOARD.

2. The TREASURER is obligated to ensure that the financial records of the CHURCH undergo an annual review either by an Internal Review Committee appointed by the BOARD or by an independent auditor selected by the BOARD.

3. The TREASURER is responsible for the preparation and maintenance of all financial documents. The financial documents to be prepared include monthly financial reports to the BOARD and an annual financial report to the Congregation. The monthly and annual reports must delineate receipts, expenditures, and any outstanding financial commitments pertaining to all CHURCH funds and accounts.

4. Furthermore, the TREASURER shall undertake any supplementary duties as assigned by the BOARD.

D. CLERK

1. The CLERK shall perform the duties of Secretary of the Corporation and is responsible for the following:

2. Ensuring the maintenance of official correspondence and CHURCH records.

3. Signing legal documents as required of the Secretary of the Corporation.

4. Meeting Management:

a. Providing proper notice of all authorized church meetings, including Congregational Meetings and BOARD meetings.

b. Recording accurate minutes of all business transacted at BOARD and Congregational meetings, including decisions made, actions taken, and any discussions or resolutions.

5.Membership Record Keeping:
a. Ensuring that a complete record is kept of all Members in good standing, including their time and mode of admission, personal data, and any changes to their membership status.
b. Ensure the confidentiality and security of membership information in accordance with applicable laws and regulations.
6. Record of Church Events:
a. Work with the church's membership database team to record significant church events, such as Rite of Baptism, Holy Unions, Rites of Matrimony, and Deaths. Ensure that official certificates or documents related to these events are appropriately stored for record-keeping purposes.
7. Petitions and Additional Duties:
a. Receive petitions submitted to the BOARD and ensure they are properly documented and addressed according to established procedures.
b. Furthermore, the CLERK shall undertake any supplementary duties as assigned by the BOARD.

5. BOARD MEETINGS

The BOARD shall meet at least once monthly. Upon Agreement of three (3) members of the BOARD, a special meeting may be called and may be conducted face to face or virtually. All members must be notified at least twenty-four (24) hours in advance of a special meeting, if possible, and the majority of active members must agree on a date and time. Special BOARD meetings may also be called by the MODERATOR or the PRESIDENT.

a. QUORUM – A quorum shall consist of the MODERATOR or ACTING MODERATOR and six (6) voting members of the BOARD. A simple majority of the members present, and voting shall determine all issues except as otherwise provided for in these Bylaws.

b. MINUTES – The approved minuets of the BOARD meetings must be made available to the Congregation upon request.

SECTION 4: BOARD MEETINGS

A. The BOARD shall meet at least once monthly.
B. Meetings may be conducted face-to-face, virtually, or a hybrid of the two. Upon the Agreement of three (3) members of the BOARD, a special meeting may be called. All BOARD members must be notified at least twenty-four (24) hours before a special meeting. A majority of BOARD members must agree on a date and time. The PRESIDENT or VICE-PRESIDENT may also call Special BOARD meetings.
1. Quorum Requirement: A quorum, which is the minimum number of members required to conduct business, consists of six (6) voting members of the BOARD.
2. Voting and Decision-Making: A motion must pass with a majority vote of a quorum present at any meeting.
3. Voting must determine all issues under consideration unless otherwise specified in the organization's bylaws.
(Clarification on Quorum & Voting during a Board meeting)
C. MINUTES – The approved minutes of BOARD meetings must be made available to the Congregation upon request.
(These are shared in the weekly mobilizer via a link to download)

6. RESIGNATIONS

a. ACTUAL RESIGNATIONS – Any member of the BOARD, excluding the PRESIDENT, who wishes to relinquish their position, shall submit, in writing, their request for acceptance of their resignation to the MODERATOR of the BOARD, stating reasons for the action, effective date and any other pertinent facts or information. The resignation letter shall be submitted prior to the effective date of the resignation. The MODERATOR will inform the PRESIDENT within twenty-four (24) hours of receipt of the resignation, and the BOARD at the next regular BOARD meeting. The person resigning may or may not, at that person's sole discretion, be present at the meeting of the BOARD.

b. ASSUMED RESIGNATIONS – If any member of the BOARD, excluding the PRESIDENT, fails to attend two (2) consecutive monthly meetings, that person may have their resignation assumed. By a majority vote of the BOARD, a letter will be sent by the CLERK to notify the individual that absence from the next meeting will automatically indicate their resignation. If the next meeting is missed, by a majority vote of the BOARD, a letter will be sent by the CLERK to the individual stating that the individual's implied resignation is regretfully accepted, Past services should be acknowledged with gratitude in this final letter.

7. VACANCIES

In the event of a vacancy on the BOARD, other than the PRESIDENT, the BOARD may appoint a qualified person to serve until the nest Congregational Meeting when an election will be held to fill the unexpired term.

SECTION 5: BOARD RESIGNATIONS

(Clarification on who this applies to)

A. ACTUAL RESIGNATIONS – Any member of the BOARD, excluding the PRESIDENT, who wishes to relinquish their position, shall submit, in writing, their request for acceptance of their resignation to the VICE-PRESIDENT of the BOARD, stating reasons for the action, effective date, and any other pertinent facts or information. The resignation letter shall be submitted before the effective date of the resignation. The VICE-PRESIDENT will inform the PRESIDENT within twenty-four (24) hours of receipt of the resignation and the BOARD at the next regular BOARD meeting. The person resigning may or may not, at that person's sole discretion, be present at that meeting of the BOARD at which the resignation is disclosed.

B. ASSUMED RESIGNATIONS – If any member of the BOARD, excluding the PRESIDENT, fails to attend two (2) consecutive monthly meetings, that person may have their resignation assumed. By a majority vote of the BOARD, the CLERK will send a letter to notify the individual that absence from the next meeting will automatically indicate their resignation. If the next board meeting is missed by that BOARD member, then by a majority vote of the BOARD, a letter will be sent by the CLERK to the individual stating that the individual's implied resignation is regretfully accepted; past services should be acknowledged with gratitude in this final letter.

SECTION 6: VACANCIES

In the event of a vacancy on the BOARD other than the PRESIDENT, the BOARD may appoint a qualified person to serve until the next Annual Congregational Meeting, when an election will be held to fill the unexpired term.

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8. DISCIPLINE

The CHURCH cannot condone disloyalty, unbecoming conduct, or dereliction of duty on the part of any member of the BAORD and, therefore, makes the following provisions for discipline or removal:

If the BOARD determines that one of its members in unable or unwilling to fulfill the responsibilities of the position, the BOARD may, by a vote of two-thirds (2/3) of the BOARD, recommend that the BOARD remove that member from his/her position.

A petition presented to the CLERK and signed by twenty-five percent (25%) of the Members In Good Standing of the Congregation may also initiate such a procedure.

The member must be given written notice of the charges and, at that time, becomes inactive. The member has the right to appear and present his/her own defense before the BOARD on his/her own behalf. The BOARD will then review the charges, and, upon majority vote of the BOARD, may remove the member of the BOARD or take such other action as it me deem appropriate. The decision of the BOARD shall be final.

SECTION 7: BOARD DISCIPLINE *(Clarification of who)*

A. The CHURCH cannot condone disloyalty, loss of bondability, violation of fiduciary responsibility, unbecoming conduct, or dereliction of duty on the part of any member of the BOARD and, therefore, makes the following provisions for discipline or removal:
(Bondability refers to the ability of a person or business to be issued a surety bond, which is a guarantee that they will fulfill their contractual obligations or perform honestly. A violation of fiduciary responsibility, or breach of fiduciary duty, occurs when a person in a position of trust (a fiduciary) fails to act in the best interests of the party they are obligated to protect (the beneficiary), often by acting with dishonesty, negligence, or prioritizing their own gain.)

B. If the BOARD determines that one of its members is unable or unwilling to fulfill the responsibilities of the position, the BOARD may, by a vote of two-thirds (2/3) of the BOARD, recommend that the BOARD remove that member from his/her position.

C. A petition presented to the CLERK and signed by twenty-five percent (25%) of the Members in Good Standing of the Congregation may also initiate such a procedure to remove a BOARD member. *(Clarification of who)*

1. The BOARD member must be given written notice, including any charges, and at that time, becomes inactive as a BOARD member. The notified BOARD member has the right to appear in EXECUTIVE SESSION and present their own defense before the BOARD on their own behalf. The BOARD will then review any charges and defense, and upon a majority vote of the BOARD, may remove the member of the BOARD or take such other action as is deemed appropriate. The decision of the BOARD shall be final. *(Clarification of who and when/where they can appear. Due to this being an HR issue, it will be handled in Executive Session for confidentiality of the individual)*

E. THE BYLAWS COMMITTEE

By February 1 of each even-number year, the BOARD shall appoint a Bylaws Committee. The Committee shall prepare for BOARD review proposed Bylaw changes and statements of rationale and communicate these proposed changes, if any, to the Congregation for final approval. The Committee shall review the CHURCH Bylaws for consistency and ensure conformity of the CHURCH Bylaws and Operating Procedures with UFMCC Bylaws.

(This Operating policy & procedure section was added to ensure that the church's operational documents remain consistent with its governing Bylaws. By assigning review responsibility to the Bylaws Committee, the church establishes a structured process for accountability, alignment, and continuity between governing policy and day-to-day procedures.
The Bylaws Committee's periodic review ensures that operational practices reflect current bylaws, church mission, and governance standards, and that any discrepancies or necessary updates are reported to the Board of Directors for appropriate action.)

The make-up of the Committee shall be: one (1) member who shall be a BOARD member and who shall act as liaison to and from the BOARD;

three (3) members from the Congregation at large, one (1) of whom shall be Chair;

and one (1) staff member who shall be appointed by the PASTOR.

Additional non-voting members may serve on the Committee at the discretion of the Chair. The term of office shall be two (2) years. During the first meeting of the Bylaws Committee, the Committee shall elect an individual from among its members as its Chair.

SECTION 8: COMMITTEES

(All committees were combined into this section for clarity.)

A. THE BYLAWS COMMITTEE

1. By February 1st of each even-number year, the BOARD shall appoint a Bylaws Committee. The Committee shall prepare for BOARD review proposed Bylaw changes and statements of rationale and communicate these proposed changes, if any, to the Congregation for final approval. The Committee shall review the CHURCH Bylaws for consistency and ensure conformity of the CHURCH Bylaws with UFMCC Bylaws by presenting any CHURCH bylaw changes to the appropriate committee of the UFMCC for their approval prior to presenting any bylaw changes to the congregation.

(Clarification on whom the bylaws need to be presented to.)

2. The Bylaws Committee will review Operating Policy and Procedures on odd numbered years. Any changes, updates, additions, or conflicts with the Policy and Procedure Manual shall be reported to the BOARD by the Bylaws Committee Chair.

3. The make-up of the Committee shall be:

1. One (1) member who shall be a BOARD member and who shall function as liaison to and from the BOARD.

2. Three (3) MEMBERS from the Congregation at large; one (1) of whom shall be Chair.

3. One (1) staff member whom the PASTOR shall appoint.

4. Additional non-voting members may serve on the Committee at the discretion of the Chair. The term of office shall be two (2) years. During the first meeting of the Bylaws Committee, the Committee shall elect an individual from among its members as its Chair.

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F. THE NOMINATING COMMITTEE

The Nominating Committee reviews and develops the procedures of the Nominating Committee and leads the process for recruiting BOARD and Lay Delegate candidates. The responsibility of the Nominating Committee is to actively solicit candidates for the BOARD and Lay Delegates, review applications, interview those qualified, and select those possessing the necessary behavioral attributes, governance knowledge, and technical/professional skills to be presented to the congregation for the election. By April 1, the BOARD, with input from the EXECUTIVE DIRECTOR/EXECUTIVE PASTOR and the Congregation, shall appoint seven (7) Members in Good Standing to serve as the Nominating Committee. These appointments shall be reviewed annually.

(To ensure the Board can maintain full function and continuity of leadership when the Nominating Committee is unable to find qualified candidates, allowing essential church operations to continue until the next congregational election.)

The following individuals shall not be eligible to serve on the Nominating Committee:

1. More than one individual from the same household, family or committed relationship.
2. An employee of the CHURCH.
3. A clergy candidate.
4. A member of the BOARD or individual from the same household, family or committed relationship.
5. A Lay Delegate.

The term of the Nominating Committee shall be seven months, beginning May 1 and ending November 30 of each year. During the first meeting, the Nominating Committee shall elect an individual from among its members as its Chair.

B. NOMINATING COMMITTEE

1. The Nominating Committee reviews and develops the procedures of the Nominating Committee and leads the process of recruiting BOARD and LAY DELEGATE candidates. The responsibility of the Nominating Committee is to solicit candidates for the BOARD and LAY DELEGATES actively, review applications, interview those qualified, and select those possessing the necessary behavioral attributes, governance knowledge, and technical/professional skills to be presented to the congregation for the election. By April 1, the BOARD shall appoint seven (7) Members in Good Standing to serve as the Nominating Committee. The Nominating Committee will follow the additional guidelines as set forth in the Resurrection MCC Policy and Procedures Manual.

(Executive Director was removed as it is no longer a position at the church. The Policy & Procedure guidelines were added so the committee would have standard guidelines to follow in setting up the committee and soliciting for nominations.)

2. If the nominating committee is unable to find qualified individual(s) to fill a BOARD vacancy, The BOARD is granted the authority to appoint individual(s) to fill the vacant position. This appointment is valid until the next Annual Congregational Meeting, when an election will be held to fill the unexpired term.

3. The following individuals shall not be eligible to serve on the Nominating Committee:

1. More than one individual from the same household, family, or committed relationship.
2. An employee of the CHURCH.
3. A clergy candidate.
4. A member of the BOARD or individual from the same household, family, or committed relationship.
5. A LAY DELEGATE

6. The term of the Nominating Committee shall be seven months, beginning May 1 and ending November 30 of each year. During the first meeting, the Nominating Committee shall elect an individual from among its members as its Chair.

*(The pastoral search committee was moved from under **Pastor, B. Pastoral Vacancy** to Committees to clean up and keep all official RMCC committees together.)*

The Pastoral Search Committee shall consist of no more than seven (7) members, and no less than five (5) members. The composition of the Pastoral Search Committee shall include two current members of the Board. The additional members of the Pastoral Search Committee shall be appointed by the Board from among the Members of the church who are not also current members of the Board. Congregants selected by the BOARD could include former BOARD members. The Pastoral Search Committee members should rank high in five (5) areas: spiritual maturity and sensitivity, ability to work well in a committee setting, listening and communication skills, discernment, and involvement in the ministries of the CHURCH. An understanding of leadership, as well as project management and administrative skills, will also be helpful.

C. PASTORAL SEARCH COMMITTEE

1. The Pastoral Search Committee members are required to be Members in Good Standing. The committee shall consist of no more than seven (7) members and no less than five (5) members. The composition of the Pastoral Search Committee shall include two (2) current members of the BOARD. The additional members of the Pastoral Search Committee shall be appointed by the BOARD from among the Members of the church who are not also current members of the BOARD. Members selected by the BOARD could include former BOARD members. The Pastoral Search Committee members should rank high in five (5) areas:

1. spiritual maturity and sensitivity,
2. ability to work well in a committee setting,
3. listening and communication skills,
4. discernment,
5. and involvement in the ministries of the CHURCH.
6. An understanding of leadership, as well as project management and administrative skills, will also be helpful.

(Clarification of whom is ineligible)

A. Ineligible Members

The following individuals are not eligible to serve on the Pastoral Search Committee:

1. More than one person from the same household, family or committed Relationship.
2. Any Employee of the Church.
3. Any clergy candidate.

G. LAY DELEGATES

One (1) Lay Delegate shall be elected at the first Congregational Meeting following the General Conference of UFMCC for every one hundred (100) Members In Good Standing or portion thereof. Lay Delegates shall serve for three (3) years.

The duties of the Lay Delegate shall include, but not be limited to, representation of the Congregation at General Conference and to be informed of local, and UFMCC concerns and issues.

Lay Delegates shall have been Members In Good Standing at the CHURCH for at least one (1) year.

Nominees who receive votes, but are not elected as Lay Delegates, shall be considered as Alternate Lay Delegates, and shall fill vacant Lay Delegate positions according to the priority established by the number of votes received. Lay Delegates shall elect from among themselves a leader, known as the Chair. The Lay Delegate receiving the largest number of votes cast shall serve as Interim Chair and shall call an organizational meeting for the purpose of electing the Chair. The Chair shall be responsible for ensuring that all Lay Delegates are kept aware of their responsibilities, of meetings and conference dates and agenda, and shall ensure that a report of all conferences and meetings is presented to the BOARD and the Congregation in a timely manner. In the event that elected Lay Delegates or Alternates are unable to attend a particular conference, the BOARD may appoint a substitute for that conference only. In the event that the elected Lay Delegates or Alternates are unable or unwilling to perform the duties of Lay Delegate, including but not limited to, representation of the Congregation at General Conference, the BOARD may appoint a qualified person to serve until the next Congregational Meeting when an election will be held for the unexpired term.

SECTION 9: LAY DELEGATES

A. LAY DELEGATES shall be Members in Good Standing at the CHURCH for at least one (1) year.

(Classification of whom can be a LAY DELEGATE and broke out the information on a lay delegate so it is easier to under stand)

One (1) LAY DELEGATE shall be elected at the first Congregational Meeting following the General Conference of UFMCC for each one hundred (100) Members in Good Standing or a portion thereof. Lay Delegates shall serve for three (3) years.

B. LAY DELEGATE ELECTION – those nominees receiving the highest number of votes shall fill the LAY DELEGATE positions.

C. The Nominees who received votes but are not elected as Lay Delegates shall be considered ALTERNATE LAY DELEGATES and shall fill vacant LAY DELEGATE positions according to the priority established by the number of votes received.

D. LAY DELEGATES shall elect from among themselves a leader, known as the Chair. The LAY DELEGATE receiving the largest number of votes cast shall serve as Interim Chair and shall call an organizational meeting to elect the Chair. The Chair shall be responsible for ensuring that all LAY DELEGATES are kept aware of their responsibilities, of meetings and conference dates and agenda, and shall ensure that a report of all conferences and meetings is presented to the BOARD and the Congregation promptly.

E. If elected LAY DELEGATES or ALTERNATES cannot attend a particular conference, the BOARD may only appoint a substitute for that conference. If the elected LAY DELEGATES or ALTERNATES are unable or unwilling to perform the duties of LAY DELEGATE, including but not limited to being the representation of the Congregation at the General Conference, the BOARD may appoint a qualified person to serve until the next Annual Congregational Meeting when an election is held for the unexpired term.

F. Duties of the LAY DELEGATES

1. The duties of the LAY DELEGATE shall include, but not be limited to, representation of the Congregation at the General Conference and to be informed of local and UFMCC concerns and issues.

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1. DISCIPLINE: The church cannot condone disloyalty, unbecoming conduct, or dereliction of duty on the part of any Lay Delegate or Alternate Lay Delegate. Therefore, the Board may remove by a majority vote of the full BOARD any Lay Delegate or Alternate Lay Delegate guilty of the above. A petition presented to the BOARD and signed by twenty-five (25%) of the Members In Good Standing of the Congregation may also initiate such a procedure.

2. APPEAL OF DISCIPLINE: A disciplined Lay Delegate or Alternate Lay Delegate may appeal the action to the Congregation at its next regular Congregational Meeting or at a special Congregational Meeting which may be called for that purpose. The decision of the Congregational Meeting is final. Until the Congregational Meeting to consider the appeal, the position held by the disciplined Lay Delegate shall be filled by an Alternate Lay Delegate.

H. CONFLICTS WITHIN THE CHURCH

When there are conflicts within the church that cannot be resolved, including apparent irreconcilable differences between the Pastor and congregation, (1) an invitation by the Pastor/Interim Pastoral Leader (2) a majority vote of the Board or (3) a petition signed by a minimum of one-third (33%) of the members of the church shall trigger intervention by UFMCC to attempt to resolve the conflict, in accordance with UFMCC Bylaws.

G. Discipline: The church cannot condone disloyalty, negligence, unbecoming conduct, or dereliction of duty on the part of any LAY DELEGATE or ALTERNATE LAY DELEGATE. Therefore, the BOARD may remove by a majority vote of the BOARD any LAY DELEGATE or ALTERNATE LAY DELEGATE guilty of the above. A petition presented to the BOARD and signed by twenty-five (25%) of the Members in Good Standing of the Congregation may also initiate such a procedure.

H. Appeal Of Discipline: A disciplined LAY DELEGATE or ALTERNATE LAY DELEGATE may appeal the action to the Congregation at its next regular Congregational Meeting or at a special Congregational Meeting which may be called for that purpose. The decision of the Congregational Meeting is final. Until the Congregational Meeting to consider the appeal, the position held by the disciplined LAY DELEGATE shall be filled by an ALTERNATE LAY DELEGATE.

(Conflicts in the church referred to Pastor/ church conflict and was moved under SECTION 1: SENIOR PASTOR B.

B. Pastoral Conflicts

When there are conflicts or irreconcilable differences between the PASTOR and the congregation the following shall trigger an intervention by UFMCC to attempt to resolve the conflict in accordance with UFMCC bylaws. The process can be initiated by one of the following:

2. An invitation by the PASTOR/INTERIM PASTORAL LEADER,

3. a majority vote of the BOARD OF DIRECTORS, or

4. a petition signed by a minimum of one-third (33%) of the Members in Good Standing of the church shall trigger intervention by UFMCC to attempt to resolve the conflict, in accordance with UFMCC Bylaws).

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ARTICLE IV – CHURCH MEMBERS AND FRIENDS

A. CRITERIA FOR MEMBERSHIP

After completing the CHURCH membership requirements, as established by the PASTOR, and affirmed by the BOARD, a person may become a Member of the CHURCH through the Rite of Attaining Membership in the CHURCH. Members In Good Standing are members who have registered attendance, identified financial support, made a definite service contribution, and expressed interest and loyalty as determined by the BOARD. An Inactive Member is a member who has been removed from the list of Members In Good Standing by the BOARD.

A Member shall continue in membership until such time as the Member requests to be removed from the list of Members In Good Standing or until death. The BOARD may take action to remove the Member from the list of Members In Good Standing. Such action by the BOARD shall be done in accordance with the procedure as shown below:

1. The BOARD shall ensure that the membership roll is reviewed in the month of August of each year.
2. The BOARD shall make note of Members who have not registered attendance, identified financial support, made a definite service contribution, and demonstrated interest and loyalty within the preceding period of one (1) year. The BOARD shall notify these Members in writing that they are subject to being removed from the list of Members and placed on a list of inactive Members.
3. The notified Members shall be given an opportunity to respond within one (1) month.
4. Following notification, the BOARD shall have the authority, at its discretion, to drop any such Member from the local church membership roll. The BOARD shall take into account the notified Member's response before placing them on the Inactive Members list.
5. The Inactive Member may request to be restored to the list of Members In Good Standing. The BOARD may vote to restore the Inactive Member without a public reception into membership.

5. ARTICLE IV – CHURCH MEMBERS AND FRIENDS

SECTION 1: CRITERIA FOR MEMBERSHIP

After completing the CHURCH membership requirements, as established by the PASTOR, and affirmed by the BOARD, a person may become a Member of the CHURCH through the Rite of Attaining Membership in the CHURCH. Members in Good Standing (hereinafter referred to as MEMBER), are active members who have registered attendance, identified financial support, made a definite service contribution, and or expressed interest and loyalty as determined by the BOARD. *(Clarification)*

A. A MEMBER shall continue in membership until the MEMBER requests to be removed from the Members in Good Standing list or until death. The BOARD may take action to remove the MEMBER from the list of Members in Good Standing. Such action by the BOARD shall be done by the procedure as shown below:

1. The BOARD shall ensure that the membership roll is reviewed and completed by August of each year.
2. The BOARD shall note MEMBERS who have no registered attendance, no identified financial support, have not made a definite service contribution or demonstrated interest or loyalty within the preceding period of one (1) year. The BOARD shall notify these MEMBERS in writing that they are subject to being removed from the list of active Members in Good Standing and will be placed on the list of Inactive Members. The notified MEMBERS shall be allowed to respond within one (1) month.
(2&3 where combined)
3. Following notification, the BOARD shall have the authority, at its discretion, to drop any such MEMBER from the local church membership roll. The BOARD shall consider the notified MEMBER'S response before placing them on the Inactive Members list.
4. The Inactive Member may request to be restored to a Member in Good Standing. The BOARD may vote to restore the Inactive Member without a public reception into membership.

B. FRIENDS OF THE CHURCH

A person who, for one reason or another, feels unable to become a Member but who supports the goals of the church and wants to be a part of the work of the church may be designated as a "Friend of the Church."

1. The Church shall not maintain a list of Friends of the Church.

2. Limitations on Friends of the Church – Friends may serve on appointed committees and may participate in all activities of the church. Friends may not vote at Congregational Meetings, serve on the BOARD, or serve as Lay Delegate or Alternate Lay Delegate. Friends shall not be considered in determining the number of Lay Delegates.

C. DISCIPLINE

The church cannot condone disloyalty or unbecoming conduct on the part of any Member or Friend. The BOARD is empowered to remove by majority vote any Member or Friend or take other appropriate disciplinary action.

RIGHT TO APPEAL: The action of the BOARD may be appealed to the next regular Congregational Meeting, or a Special Congregational Meeting called for that purpose. The decision of the Congregational Meeting is final. {Pending the outcome of the appeal of discipline, the disciplined Member shall remain under discipline and shall retain the right to vote at regular and Special Congregational Meetings, including the Congregational Meeting held to consider the appeal. Pending the outcome of the appeal of discipline, the disciplined Friend shall remain under discipline until a decision is reached at the next regular Congregational Meeting or a Special Congregational Meeting called for that purpose.

1. Appeal Process – The request for an appeal shall be submitted to the CLERK of the BOARD within thirty (30) days of the disciplinary action taken by the BOARD.

2. The BOARD may consider the appeal and reverse its earlier decision without taking the matter to the Congregational Meeting.

3. Should the BOARD sustain its earlier decision and the disciplined Member or Friend wishes the appeal to continue, the request shall be included as an agenda item for the next regular Congregational Meeting, or a Special Congregational Meeting called for the purpose of considering the appeal.

SECTION 2: FRIENDS OF THE CHURCH

A. A person who, for one reason or another, feels unable to become a member but who supports the church's goals and wants to be a part of the church's work may be designated as a "Friend of the Church" (hereinafter referred to as FRIEND)

B. The Church shall not maintain a FRIENDS list. Limitations on FRIENDS – FRIENDS may serve on appointed committees, unless otherwise noted in these Bylaws or RMCC Policy & Procedure Manual, and participate in all church activities.

C. FRIENDS may not vote at Congregational Meetings, serve on the BOARD, or serve as LAY DELEGATE or ALTERNATE LAY DELEGATE.

D. FRIENDS shall not be considered when determining the number of LAY DELEGATES.

SECTION 3: MEMBER AND FRIEND DISCIPLINE

(Clarification on who is being disciplined)

A. The church cannot condone disloyalty or unbecoming conduct on the part of any MEMBER or FRIEND. The BOARD is empowered to remove any MEMBER or FRIEND by majority vote or take other appropriate disciplinary action.

B. Right To Appeal: The action of the BOARD may be appealed at the next regular Congregational Meeting, or a Special Congregational Meeting may be called for that purpose. The decision of the Congregational Meeting is final. Pending the outcome of the appeal of discipline, the disciplined MEMBER shall remain under discipline and shall retain the right to vote at regular and Special Congregational Meetings, including the Congregational Meeting held to consider the appeal. Pending the outcome of the appeal of discipline, the disciplined FRIEND shall remain under discipline until a decision is reached at the next regular Congregational Meeting or a Special Congregational Meeting called for that purpose.

C. Appeal Process – The request for an appeal shall be submitted to the CLERK of the BOARD within 30 days of the disciplinary action taken by the BOARD.

D. The BOARD may consider the appeal and reverse its earlier decision without taking it to the Congregational Meeting.

E. Should the BOARD sustain its earlier decision, and the disciplined MEMBER or FRIEND wishes the appeal to continue, the request shall be included as an agenda item for the next regular Congregational Meeting, or a Special Congregational Meeting called to consider the appeal.

Purposed Bylaw Changes Comparison 2025

ARTICLE V – CHURCH MEETINGS

Government of the CHURCH is vested in its Congregational Meeting, which exerts the right to control of its affairs, subject to the provisions of the UFMCC Articles of Incorporation, Bylaws, or documents of legal organization, and the General Conference.

A. TIME AND PLACE: An Annual Congregational Meeting shall be held each year in the Fall. The time and place of the annual Congregational Meeting shall be determined by the BOARD.

B. NOTIFICATION: The BOARD shall ensure that Members are notified at least two (2) weeks in advance.

C. VOTING RIGHTS: Each Member In Good Standing has the right to vote. Proxy or any other form of absentee voting shall not be allowed.

D. VOTES REQUIRED FOR APPROVAL: Decisions, including elections, require approval by a vote of more than fifty percent (50%) of those Members present and voting, unless otherwise required by UFMCC Bylaws or otherwise stated in these local church Bylaws. The congregational vote to elect the PASTOR requires approval by a vote of seventy-five percent (75%) or more of those members present and voting.

E. QUORUM: In order to transact business, no less than fifteen percent (15%) of the Members In Good Standing must be present.

6. ARTICLE V – CHURCH MEETINGS

SECTION 1: CONGREGATIONAL MEETING

The government of the CHURCH is vested in its Congregational Meeting, which exerts the right to control its affairs, subject to the provisions of the UFMCC Articles of Incorporation, Bylaws, or documents of legal organization, and the General Conference.

A. TIME AND PLACE: An Annual Congregational Meeting shall be held each year in the Fall. The BOARD shall determine the time and place of the annual Congregational Meeting.

B. NOTIFICATION: The BOARD shall ensure that MEMBERS are notified, and the preliminary agenda is circulated at least eight (8) weeks in advance, and due diligence is made available at least two (2) weeks in advance.

C. VOTING RIGHTS: Each MEMBER In Good Standing has the right to vote. The right to vote is exercised when the member is present, in person, or attends virtually.

(Clarification)

1. ELECTRONIC VOTING: Is to allow eligible members of the church who are unable to attend in-person meetings the opportunity to participate in voting through secure and verifiable electronic means.

(Clarification on Electronic Voting)

2. Proxy or any other form of absentee voting shall not be allowed.

SECTION 2: QUORUM

No less than fifteen percent (15%) of the Members in Good Standing must be present (in person and virtually) to transact business. A quorum to conduct business is determined when the meeting is called to order.

(To clarify that members attending virtually count toward quorum and to establish that quorum is confirmed at the start of the meeting, ensuring fairness and clear meeting procedures.)

SECTION 3: VOTES REQUIRED FOR APPROVAL

A. Once Quorum is established, decisions, including elections, require approval by a vote of more than fifty percent (50%) of those MEMBERS present and voting unless otherwise required by UFMCC Bylaws or otherwise stated in these local churches Bylaws.

B. The congregational vote to elect the PASTOR requires approval by a vote of seventy-five percent (75%) or more of those MEMBERS present and voting.

C. In the event of a tied vote, the outcome shall be decided by a tie-breaking vote. (listed in Section 6)

(All changes for Clarification, C. gives the church a way to break a tie vote.)

Purposed Bylaw Changes Comparison 2025

F. AGENDA: The agenda for the Congregational Meetings shall be determined by the BOARD.

1. CONTENT: The agenda shall include, but not be limited to, election of members to the BOARD, election of Lay Delegates in the appropriate year, presentation of financial report, approval of budget, and receiving reports from the BOARD and the PASTOR.

2. ADDITIONS TO Members may request the BOARD to add agenda items by submitting additional agenda items to the CLERK no later than four (4) weeks prior to the meeting.

G. ELECTIONS: All votes for positions shall be taken by secret ballot. Votes of affirmation from the floor are not permitted.

H. SPECIAL CONGREGATIONAL MEETINGS: In addition to the Annual Congregational Meeting, special Congregational Meetings may also be held. Special Congregational Meetings are governed by the same rules as those pertaining to the Annual Congregational Meeting.

1. CALLING A SPECIAL CONGREGATIONAL MEETING: A special Congregational Meeting may be called either by (a) majority vote of the BOARD, (b) the PASTOR, or (c) a petition signed by at least twenty percent (20%) of the Members In Good Standing and submitted to the CLERK.
2. The nature and purpose of the special Congregational Meeting shall be stated in the petition and in announcements and be written into the agenda.

SECTION 4: AGENDA
The BOARD will determine the agenda for Congregational Meeting(s).
A. CONTENT: The Annual Congregational Meeting's agenda shall include, but not be limited to, the CLERK'S report containing the minutes from the last Congregational Meeting for approval, the election of members to the BOARD, the election of LAY DELEGATES in the appropriate year, the presentation of the TREASURER's financial report, approval of the budget, and receiving reports from the BOARD and the PASTOR.
B. ADDITIONS TO THE AGENDA: Members may request that the BOARD add agenda items by submitting additional agenda items to the CLERK no later than four (4) weeks before the scheduled meeting.

SECTION 5: ELECTIONS
All voting for ELECTED positions shall be conducted by secret ballot. Nominations and votes of affirmation from the floor are prohibited.
A. Virtual voting will be acknowledged using a method that ensures a secret ballot. (Allows electronic voting)
B. If a candidate for any position is not successfully elected, the BOARD is granted the authority to appoint individual(s) to fill the vacant position(s). This appointment is valid until the next Annual Congregational Meeting, when an election will be held to fill the unexpired term.
(To ensure the Board can maintain full function and continuity of leadership when the Nominating Committee is unable to find qualified candidates, allowing essential church operations to continue until the next congregational election.)

SECTION 6: TIE-BREAKING:
The VICE-PRESIDENT of the BOARD does not vote at congregational meetings unless there is a tied vote. In the absence of the VICE-PRESIDENT, the CLERK assumes this role. The VICE-PRESIDENT'S or CLERK'S vote will break the tie. *(Details how to break a tie vote)*

SECTION 7: SPECIAL CONGREGATIONAL MEETINGS
A. In addition to the Annual Congregational Meeting, Special Congregational Meetings may also be held. The same rules govern Special Congregational Meetings as those pertaining to the Annual Congregational Meeting except that The BOARD shall ensure that MEMBERS are notified, and the preliminary agenda circulated at least two (2) weeks in advance. *(Clarification on when notification happens)*
B. CALLING A SPECIAL CONGREGATIONAL MEETING: A Special Congregational Meeting may be called either by (a) a majority vote of the BOARD, (b) the PASTOR, or (c) a petition signed by at least twenty percent (20%) of the MEMBERS and submitted to the CLERK.
C. The nature and purpose of the Special Congregational Meeting shall be stated in the petition and in the announcements and be written into the agenda.
D. The BOARD will set the agenda for any Special Congregational Meeting.
(Clarification on who sets the agenda)

Purposed Bylaw Changes Comparison 2025

ARTCILE VI – CHURCH FINANCES

A. The Church adopts and teaches tithing and stewardship as prescribed in UFMCC Bylaws.

B. The BOARD shall ensure that all CHURCH receipts are reported each month to UFMCC as prescribed in UFMCC Bylaws.

C. Whenever possible, all funds shall be disbursed by bank checks, which shall bear two (2) authorized signatures. Authorized signatories are the members of the BOARD.

D. Annual income and expense budgets for the next fiscal year must be submitted by the BOARD to the Congregation for approval at the Congregational Meeting. To fulfill their responsibility to manage the cash glow, the BOARD has authority if there is a sufficient excess of income over expenses to increase the approved annual expense budget by up to ten percent (10%) of the approved annual expense budget, or if there is insufficient income to meet budgeted annual expenses to decrease the approved expense budget. A greater increase in the approved annual expense budget shall require the approval of a simple majority vote at a Congregational Meeting.

E. Any agreements regarding lese, purchase, sale and/or physical location of the CHURCH, must be approved by a three-fourths (3/4) majority vote of the Members In Good Standing present at any Congregational Meeting.

F. The fiscal year shall run from January 1 through December 31.

(To allow the BOARD to respond quickly in emergency situations or ministry needs by entering short-term leases (under one year) that support the church's mission without waiting for congregational approval. For example, after last year's Derecho storm, if both buildings had been damaged, this provision would have allowed the Board to lease temporary worship space without delay.)

ARTICLE VI - CHURCH FINANCES

A. The Church adopts and teaches tithing and stewardship as prescribed in the UFMCC Bylaws.

B. The BOARD shall ensure that all CHURCH receipts are reported each month to the UFMCC as prescribed in the UFMCC Bylaws.

C. All fund disbursements made via bank checks must be endorsed by two (2) authorized signatories, who are current members of the BOARD and registered with the bank.

D. Disbursements made through methods other than bank checks must be transparent and traceable, clearly indicating the recipient, date, and purpose of the payment.

(Added to reflect the use of credit card or other electronic payments.)

E. Two board members must approve recurring electronic payments before implementing the electronic payment process.

(When using a CHURCH credit card or setting up any reoccurring ACH payments, they must be approved by the BOARD so the Treasurer is aware of the reoccurring payments so they can be accounted for.)

F. Annual income and expense budgets for the next fiscal year must be submitted by the BOARD to the Congregation for approval at the Annual Congregational Meeting. To fulfill their responsibility to manage the cash flow, the BOARD has the authority if there is a sufficient excess of income over expenses to increase the approved annual expense budget by up to ten percent (10%) of the approved annual expense budget, or if there is insufficient income to meet budgeted annual expenses to decrease the approved expense budget. A greater increase in the approved annual expense budget shall require the approval of a simple majority vote at a Congregational Meeting.

G. Any agreements made for the Church's purchase, sale, and/or physical relocation must be approved by a three-fourths (75%) majority vote of the Members in Good Standing present at any Congregational Meeting.

H. The board may enter short-term leases that do not exceed a one-year term without a congregational meeting for emergency situations, expanding the ministry, or as needed to support the church's mission.

I. The Board may utilize former Board members, Staff, and Lay Delegates in good standing to assist with counting offerings and handling funds. At least one individual involved in handling funds must be bondable and in good standing. Additional individuals who are not bondable may assist, provided they have successfully completed a background check and are approved by the Board. *(This allows the BOARD to bring in extra help when needed in handling money at events)*

J. All handling of cash and other funds is to be done by no less than two authorized individuals, and no two from the same household or family. One BOARD member must be present whenever cash and funds are handled.

K. The fiscal year shall run from January 1 through December 31.

Purposed Bylaw Changes Comparison 2025

ARTICLE VII – RESERVATION OF POWERS

All powers not delegated by UFMCC Bylaws are reserved to the CHURCH. All power not delegated by these CHURCH Bylaws are reserved to the Members In Good Standing of the CHURCH and may be exercised by the voting members in meetings of the CHURCH.

(To formally establish the authority and requirement for maintaining a Policy and Procedure Manual that supports and implements the Bylaws, ensuring consistency, accountability, and clear operational guidance for the church.)

ARTICLE VIII – AMENDMENTS

A. ADOPTION: These Bylaws shall become effective immediately upon adoption by the Congregational Meeting and approval by an Elder.

B. AMENDMENTS: These Bylaws may be amended or repealed at any duly convened Annual Congregational Meeting. Proposed amendments or repeals shall be submitted in writing to the BOARD no later than ninety (9) days prior to the Congregational Meeting at which the proposal is to be considered. Adoption of the amendment or the repeal shall require approval by a two-thirds (2/3) affirmative vote and is subject to approval by UFMCC. Amendments that are necessitated by amendments made to the UFMCC Bylaws shall not require approval by the congregation.

8. ARTICLE VII – RESERVATION OF POWERS

All powers not delegated by UFMCC Bylaws are reserved to the CHURCH. All power not delegated by these CHURCH Bylaws are reserved to the MEMBERS of the CHURCH and may be exercised by the voting MEMBERS in meetings of the CHURCH.

9. ARTICLE VIII – POLICY AND PROCEDURE MANUAL

A. The Policy and Procedure Manual is a supplementary document to the CHURCH Bylaws.

B. The Resurrection MCC Policy and Procedure Manual provides detailed operational guidelines and procedures that support the bylaws' intentions but do not replace or override them.

C. The BOARD is responsible for the creation, maintenance, and enforcement of a Policy and Procedure Manual for the operations of the church. This Manual shall outline the detail processes and responsibilities necessary to comply with the bylaws. In cases of conflict between the bylaws and the Policy and Procedure Manual, the bylaws shall take precedence.

D. The Resurrection MCC Policy and Procedure Manual shall be reviewed beginning February 1st of every odd-numbered year, as outlined in Article III, Section 8 (Bylaws Committee). Any changes, updates, additions, or conflicts with the Policy and Procedure Manual shall be reported to the BOARD OF DIRECTORS by the Bylaws Committee Chair.

10. ARTICLE IX – ADMENDMENTS

A. ADOPTION: These Bylaws, having previously been approved by the appropriate committee of the UFMCC, shall become effective immediately upon a two-thirds (66%) affirmative vote of the Congregation at a Congregational Meeting. (Clarifying how the Bylaws become effective)

B. These by-laws may be amended or repealed at a duly convened Congregational Meeting. Proposed amendments or repeals shall be submitted in writing to the BOARD clerk no later than Ninety (90) days before the Congregational Meeting at which the proposal is to be considered. Adopting the amendment or the repeal shall require approval by a two-thirds (66%) affirmative vote of the Members in Good Standing at the Congregational Meeting and is subject to approval by UFMCC.

C. Amendments to the Resurrection Metropolitan Community Church Bylaws required by amendments made to the Universal Fellowship of Metropolitan Community Churches (UFMCC) Bylaws shall not require congregation approval.

Resurrection MCC Board of Directors

Report for the 2025 Annual Congregational Meeting

The Resurrection community has realized some expanding challenges in the last 12 months. As we are well into our second year without a Sr. Pastor, it has become clear that these challenges require imagination, Faith, and humility to navigate.

Our year started off in December when we held a specially called Congregational Meeting to ask for the Congregation’s permission to sign a purchase and sale contract to sell this property. The congregation voted overwhelmingly to grant the Board permission to sign a contract. After lengthy negotiations, a contract was signed on March 10th, 2025. The Board was able to comply with all the requirements of the contract. Unfortunately, the buyer cancelled that contract on July 1, 2025. For more information, please see the **Exploratory Committee Report.**

During that time, the board formed a Transition Team which led the effort to clean out and organize our campus in preparation for a move. This was accomplished handily, and the Board wants to thank Aileen North for leading this effort and all those that volunteered and worked so hard.

Early in the year, it became clear that we needed additional spiritual guidance and experienced Pastoral leadership. On May 1, 2025, Rev. Elder. Dr. Candace Shultis was” Re-hired” to be our part time Remote Gap Pastor. She brings with her a wealth of experience, deep relationship and connection to Resurrection, and needed Spiritual wisdom.

It is with great sadness that we had to accept the resignation of two Board members through the year, and the Board wants to genuinely thank both Zee Brussard and our former Vice Moderator, Raymond Turner, for their hard work and sacrificial service on this Board. The Board then appointed two individuals to fill their seats on the Board, both having extensive prior Board experience, Sharri McLaughing and Robert Amidon. We thank them for their willingness to serve.

In July, the Board began to look for a consultant group to work with the congregation and leadership on unconscious bias. Specific challenges to address include anti-racism, generational bias, and collective liberation. The focus would be to bring healing and clarity, and to live into our Mission and Vision of a church for ALL people – just as they are. That effort is in process at the time of the writing of this report and the Board anticipates a structured congregation – wide effort in the near future.

The Board decided to “refresh” the Pastoral Search Committee as they had already been serving for 2 years. Applications were submitted to the congregation, and three new congregants were chosen to form a new PSC. See the **Pastoral Search Committee Report.**

Our offerings have been and continue to be less than anticipated. Consequently, the Board has taken measures to minimize spending without cutting salaries or employees. The Board continues to look for creative ways to generate revenue, including a recent leasing of the back parking lot.

During this time, YOU as a congregation have shown that you are generous, and the Board initiated a successful fundraising campaign for Open Table MCC in the Philippines that raised over $3000.00. The Board is planning a congregation wide Generosity campaign early in 2026, to teach us all how generosity enhances and deepens our spiritual journey.

Other accomplishments to note include the following:

Development of a “Response Statement” to address our position and intended response to the persecution of minorities by Homeland Security, ICE, and others.

Authorization to spend $15,000 on HVAC repairs, and $11,500 on roofing repairs.

Development of a Board transition plan for the three Board roles retiring in November.

Hiring of a part time in-house marketing and social media employee.

Developed an Investment Policy Statement in preparation for any Endowment in the future. See **Treasurer’s Report.**

Tasked the Bylaws Committee to update our church Bylaws, and to continue the process of updating our Policies and Procedures. See the **Bylaws Committee Report.**

Your Board of Directors has been busy, growing, learning, and stepping out in faith. This time of transition has had it’s challenges. Through these challenges, God is opening doors of opportunity to grow together as a community and as a powerful ministry to bring love to the world. We remain encouraged and excited to step into the future, in new and more welcoming ways.

Respectfully Submitted,

Jackie Marshall

Vice Moderator

Report from Lay Delegates
Congregational Meeting
Novembe16, 2025

As Lay Delegates we are nominated to be the voice of the congregation of Resurrection MCC. We are elected to go to the General Conference to have the congregation's voice heard. This year the Lay Delegates have come together, and now have a handbook on what our duties and responsibilities are and what role we all play individually during our tenure. We have all continued to reach out to the different ministries to ensure we understand their voices.

Over the past three years we have been a part of multiple duties in the church. These include being a part of the new members' class, staying actively connected with other ministries, along with going to board meetings to stay informed. We have assisted the Board of Directors with collecting and counting offerings for various events and being there for them as needed. As the General Conference grew closer, we made sure we kept the congregation informed on the items to be voted on, along with a sample ballot and an open door to all questions or concerns of the congregants. This also included an online survey for feedback.

We started having meetings about the General Conference in January of 2025 with Lay Delegates from around the world. Thanks to Giselle Blay and her amazing talents for getting these meetings together. This included our business meetings and ran all the way up to the voting which was done online this year. It's sad that so many wanted to attend the General Conference from around the world and were unable to for safety reasons. The denomination decided to have the General Conference be a hybrid event to ensure everyone had a way to be a part of it.

With all the feedback and surveys counted, we were able to re-elect our current moderator, Reverend Elder Cecilia Eggleston, along with updating some of the bylaws and electing a new Governing Board. KK Goodsell and Claire Sebesta were able to attend the conference in person, and what a blessing that was. Robert Sliepka attended online. It was challenging at times, since it was held in July in Arizona. We felt we literally walked in the desert with Jesus. Not only from being in the desert and the heat but also how the conference shared what that walk looked like back then. We were blessed in so many ways it would take a longer report for all of it. The workshops we were able to attend really made us understand much more than just our congregation; we met the world of MCC through this experience. The worship services were amazing with representatives from all over the world which demonstrated what the differences are between our services. What a beautiful blessing we were all given.

As Lay Delegates we are committed to staying informed, staying actively involved in the activities of not only our church but also of our geographical region and global denomination.

It has been an honor to serve not only our own RMCC but also to be a part of a much bigger ministry with an all-inclusive denomination.
Faithfully from us all
KK Goodsell
Claire Sebesta
Robert Slipka Chair

Ruth Ann Wathen Alternate

Deacon Ministry Report – ACM 2025

During the last church year, the Deacon Ministry has made major strides in presence, congregational support and working toward building the ministry for the people of Resurrection Metropolitan Community Church.

Deacons at Resurrection MCC (RMCC) are comprised of a joint relationship of deacons from RMCC and La Casa de Todos (our Spanish congregation). Today, we have a total of 16 deacons which is a slight increase from 14. Thirteen are with RMCC and three are with La Casa. In April this year, we started accepting applications to replace 5 deacons who decided to discontinue their two-year term and were able to interview and select 5 new deacons. In July, we installed the new cohort of deacons. We thanked the following for their service: Deacon CJ Woolsey, Deacon Janese Bustillos, Deacon Laura Seifert, Deacon Randy Bratsven and Deacon Renee Adams-Woolsey.

With the new cohort, we have now welcomed as new deacons: Deacon Al Jasso, Deacon Howard Maggard, Deacon Caitlin Morrison, Deacon Evelyn McClain, Deacon Gina Wilson, Deacon Will Cano and Deacon Ignacio Aguilar. Additionally, Deacon Kedric Brown was selected as Chair and Deacon Robert Sliepka as co-chair. Continuing with their calling as deacon are Deacon Nelda Billescas, Deacon Christine DeJohn, Deacon Gary Hudson, Deacon Dan Lindquist and Deacon Brian Terrell. This cohort has been able to: replace the old stoles with a more traditional deacon stole, hosted this year's Seder Meal during the Easter season, donated and worked the Resurrection MCC booth at the 2025 Pride 365 Houston Pride festival and hosted a Tent Of meeting at the food court of Ikea. All the events were a huge success! The Seder meal had an increase in attendance; an increase of new church service attendees that passed by the pride booth and the Tent Of meeting had an attendance of 14 for the first of its kind. This year, we look forward to hosting the Christmas Toy Drive and plan to have a goal of more than 100 toys to receive and distribute to a chosen charitable organization (an increase from last year's distribution).

For the 2025-2027 cohort years, we plan to continue the listed events along with having a continued increase of presence with the congregations with outreach activities and a meet and greet forum. We will also continue to Host the Seder Meal, the Pride Festival Booth, take on the Back-to-School Drive and Christmas Toy Drive. Additionally, we will have three focus areas of ministry and presence to support our congregation: Spiritual Development, Congregational Care and Outreach/Church Presence. These three areas are under development right now with the following goals:

1. Spiritual Development – Offer congregational events that are geared to building our spiritual awareness and stewardship, discernment, relationship with the Divine.

2. Outreach/Church Presence – Dedicated to the attention of letting RMCC congregants know who their deacon is and represent our church in public events where needed along with developing resources that help with discipleship.
3. Congregational Care – Ensuring that our congregants receive pastoral attention with spiritual support and offering prayer and presence when called upon.

In addition to these three areas of focus, we have assigned deacons to 10 zones based on zip code and our virtual space. We are in the process of getting ready to send introductory notices via USPS to let congregants know which deacon they are assigned to. Following that, a meet and greet will be held at the church campus to physically and formally introduce ourselves. 1 Timothy 3:8-13 informs us that deacons are to be faithful church servants who have answered the call to serve God's people. We have answered the call and look forward to continuing to build our church, our community and our connection to God.

Humbly Submitted,
2025-2027 Deacon Ministry
Deacon Kedric Brown, Chair
Deacon Robert Sliepka, Co-Chair
Deacon Gigi Garrett, La Casa Deacon Liaison
Rev. Mona Lopez, Clergy and Staff Liaison

Exploratory Committee Report for the Annual Congregational Meeting

Exploratory Committee Report

Resurrection MCC – 2025 Annual Congregational Meeting

In March 2024, the Congregation voted to authorize the Board of Directors—through the Exploratory Committee—to pursue the sale of our church property and to bring back a valid offer for congregational approval.

Property Sale Progress

In October 2024, two viable purchase offers were presented to the Board and Exploratory Committee. After review, the stronger of the two offers was selected and brought before the Congregation in November 2024. The Congregation voted to move forward with that offer, and the property was placed under contract.

Following that vote, we began preparing for transition. A church clean-up and pre-packing effort was completed, and ministries were engaged in identifying their needs, goals, and aspirations for a future facility. This work was designed to ensure that when the time comes, we are ready to move forward in finding a new spiritual home.

Contract Outcome

The contract provided the buyer with six months for due diligence. Unfortunately, in June 2025, the buyer cancelled the contract after their engineers determined the usable acreage within the floodway did not meet their requirements.

Current Status

Since the termination of that contract, the committee and Board have continued to pursue other avenues:

- We participated in the **TIRZ #12 Public Forum**, which is responsible for development planning in our area. From that meeting, it was recommended that we submit the property to the **Harris County Flood Control District** for purchase consideration. This process is ongoing, and decisions will not be made until late October/November 2025, based on available federal, state, and local funding.
- In July 2025, the property was re-listed on the open market. While we have received some interest, as of this report there is no valid offer to present to the Congregation.
- In October we entered a 12-month contract with Newmark for listing of the property, with Meredith Cullen. His team has 30% share of the multifamily market sales in Houston.

- The initial phases of the property cleanup we completed the first two phases and are on a holding pattern until we have a closing date.

Next Steps

The Exploratory Committee remains committed to pursuing all viable opportunities to sell the current property and preparing for our eventual relocation. We will continue to engage with potential buyers, maintain our listing with the Flood Control District, and keep the Congregation informed of significant developments.

Respectfully submitted,
The Exploratory Committee
Resurrection MCC

Billy Ray Priest, Jr.

Billy Ray Priest, Jr.

Co-Chair

William "Bill" Russell

Co-Chair

November 16, 2025

Pastoral Search Committee

The newly re-formed Pastoral Search Committee (PSC) held our first meeting on September 3rd, 2025 and has been meeting weekly since that time. The members of the PSC Team are Craig Puckett, Georgette Monaghan, Sharri McGlauthing, Bill Russell and Julia Czarnik.

In addition to our PSC members, we are grateful to be supported by Reverend Dexter Brecht and Reverend Cathy Alexander of the UFMCC, who serve as our denominational mentors. Their experience working with other congregations in pastoral searches will be invaluable in guiding us through this process.

Our committee has been diligently reviewing and refining the documents that make up the Pastoral Application. We are also evaluating the overall application process to determine where it can be streamlined while ensuring that all necessary elements remain in place. We anticipate having the updated application materials finalized by early November.

Additionally, we are updating the RMCC website to include detailed information about the pastoral search process. These updates are expected to be available by late November.

Many of you participated in the Church Survey conducted a little over a year ago, which provided us with valuable insight. Since then, our congregation has grown, and we are eager to include the perspectives of our new members as well. To ensure everyone's voice is heard, we plan to hold Focus Groups in the coming months to gather input on the qualities and characteristics we seek in our next pastor. Your participation in these discussions will be essential as we discern the right spiritual leader for our community.

We are committed to maintaining open communication throughout this process. Updates will be shared monthly through the Mobilizer and quarterly during worship services.

We ask that you continue to pray with us as we seek the individual whom God is calling to lead RMCC into its next chapter.

With gratitude,

Jules Czarnik
PSC Committee Chair